A0685-7

SALARIES OF ENGINEERING TECHNICIANS AND TECHNOLOGISTS 1981

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.

345 East 47th Street
New York, New York 10017

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

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The Engineering Manpower Commission was organized in 1950 as part of the Engineers' Joint Council, now the American Association of Engineering Societies, to serve as a focus for national technological manpower activity.

The Commission's programs are carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

> "To engage in studies and analyses of the supply, demand and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Governors of AAES."

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Patrick J. Sheridan.....Manager, Manpower Activities

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ACKNOWLEDGEMENTS

This survey was conducted, and the text prepared and edited by Judith A. McCormick of the EMC staff, under the supervision of Patrick J. Sheridan. Overall direction for this survey was supplied by the Surveys Committee of EMC, chaired by Luke Noggle.

The computer program employed in processing the salary data was written by Richard C. Fremon, formerly of Bell Telephone Laboratories, who is currently the Chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO THE READERS

Raw data tables and matrix tables for any of the curves in this report may be purchased at $5.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their employer group. However, users should note that data reported in some year brackets may be based on relatively small samples, and, therefore, should be used with caution.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like to add your organization to our list of participants, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We always welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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SALARIES OF ENGINEERING TECHNICIANS AND TECHNOLOGISTS

Introduction

This survey is the result of the eighth biennial survey of the salaries of engineering technicians and technologists conducted by the Engineering Manpower Commission since 1966.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries. It should be noted that salaries include base salary and regular allowances, but not overtime nor other unpredictable payments. The salaries reported were those in effect April 1, 1981.

In publishing these results EMC is attempting only to show what prevailing salaries are, and not what they ought to be. We recognize that salaries paid to individuals are reflective of their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineering technician or technologist and his or her employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

Coverage and Response

In all, the salaries of nearly 40,000 technical persons were reported in the 1981 survey, 2,462 of which were technologists. A distribution of respondents appears on page 6.

Survey Methodology and Timing

Questionnaires were mailed in March of 1981 to a list of nearly 3,000 employers of technical personnel. A follow-up mailing to non-respondents was made. Replies were accepted through early June.

Salary figures were reported by employers on a form designed to obtain information on earnings of all employed technicans and technologists (please see facsimile questionnaire at the end of this report). Survey participants were asked to submit salary information based on year of graduation from either a bachelor degree program, an associate degree program, or the equivalent year according to age, as applicable. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median person turned out to be the 20th in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-squares method. Each curve has the form

$$y = ax^2 + bx + c$$

with y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation, the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or assistant professors apparently receiving higher salaries than full professors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for this report are grouped under various categories, starting with the broadest possible grouping, "All Industry." This, in turn, is broken down into "All Manufacturing Industry" and "All Non-Manufacturing Industry." Each of these is further subdivided into several major groupings of related industries and, finally, individual industries are shown to the extent consistent with the data. This arrangement allows us to provide the maximum useable detail from the survey.

Users should consult the Table of Contents, in which the employer groups are arranged in hierarchical order, and select

the group most closely corresponding to their own. A tabulation of industry groups is also shown. When an industry response rate [illegible] not reprsentative, the data were grouped in the "Other Manu[illegible]cturing" category.

Please note that the respondents themselves designated their employment gruops by choosing from a list on the questionnaire.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $44,000 or below $10,000, which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits.

To protect the confidentiality of the data provided by individual institutions, we require that there be at least five employers in an employer groups before salary tables are produced. The confidentiality of individual salary schedules is protected at all times.

Explanation of Charts and Tables

Most of the industry group headings are self-explanatory, but the following warrant further explanation:

Weighted National Averages. These unique curves were generated by weighting each employment group according to our best estimate of the total technical population in that area, based on available national data. This method compensates for the different response rates from the various employment areas and thus provides the best overall indicator of salary patterns for all technicians and technologists in the United States.

All Industry, All Manufacturing and Non-Manufacturing. These major groups should be used as the best indicator of salaries in industries that are not covered separately.

Large Industrial Employers. Respondents with 5,000 or more employees.

Medium Industrial Employers. Respondents with between 500 and 5,000 employees.

Small Industrial Employers. Respondents with fewer than 500 employees.

Mechanical Industry. This group consists of Instruments and Machinery.

Other Manufacturing. This group includes Automotive and Railroad Equipment, Paper and Wood Products, Shipbuilding, and Miscellaneous Manufacturing companies.

Definitions In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) Salary. Base salary paid by employers before deductions, and allowances including cost-of-living-differential, if any. Unpredictable payments, such as consultation fees, are not included.

2) Chart Data.

   a) Median. The point in any array of data above and below which half of the series is located.

   b) Quartile.

      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

      Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

   c) Decile.

      Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

   d) Mean. Sum of data in array divided by the number of points.

Identification of Respondents

Respondents are listed in the appendix to this report, grouped according to the principle categories in which their data are reported. Data for those respondents whose employer groups was not known are only included in weighted national averages, and they are not listed in the appendix.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the appendix to assist users in plotting special curves for their own use.

Highlights of the 1981 Survey

The median salary paid to engineering technicians with an associate degree increased at an annual compounded rate of 11.8% from 1979 to 1981, while the median salary of a non-degreed technician rose at an annual compounded rate of 11.1%. Technologists' salaries rose at an annual compounded rate of 10.5%. The 1981 median salary curves at the three levels are shown on page 8.

The figure on page 9 illustrates the changes in technicians' salaries over the past decade, and the accompanying table presents the salaries and rates of increase at various experience levels in the intervening years. The dotted diagonal lines indicate how the median salaries received by individuals have grown due to the effect of rising salary scales and accumulated experience. For example, a degreed technician entering the work force in 1971 with no previous experience would have had a median salary of $7,450. By 1981, the median salary for a degreed technician with 10 years of experience had reached $20,800.

DISTRIBUTION OF SURVEY RESPONSES
Technologists

All Respondents	2,462	
All Industry	2,146	-- 87% of total
All Manufacturing	1,214	-- 49% of total
Electric and Electronic	646	
Other Manufacturing	427	
All Non-Manufacturing	936	-- 38% of total
Research and Development	372	

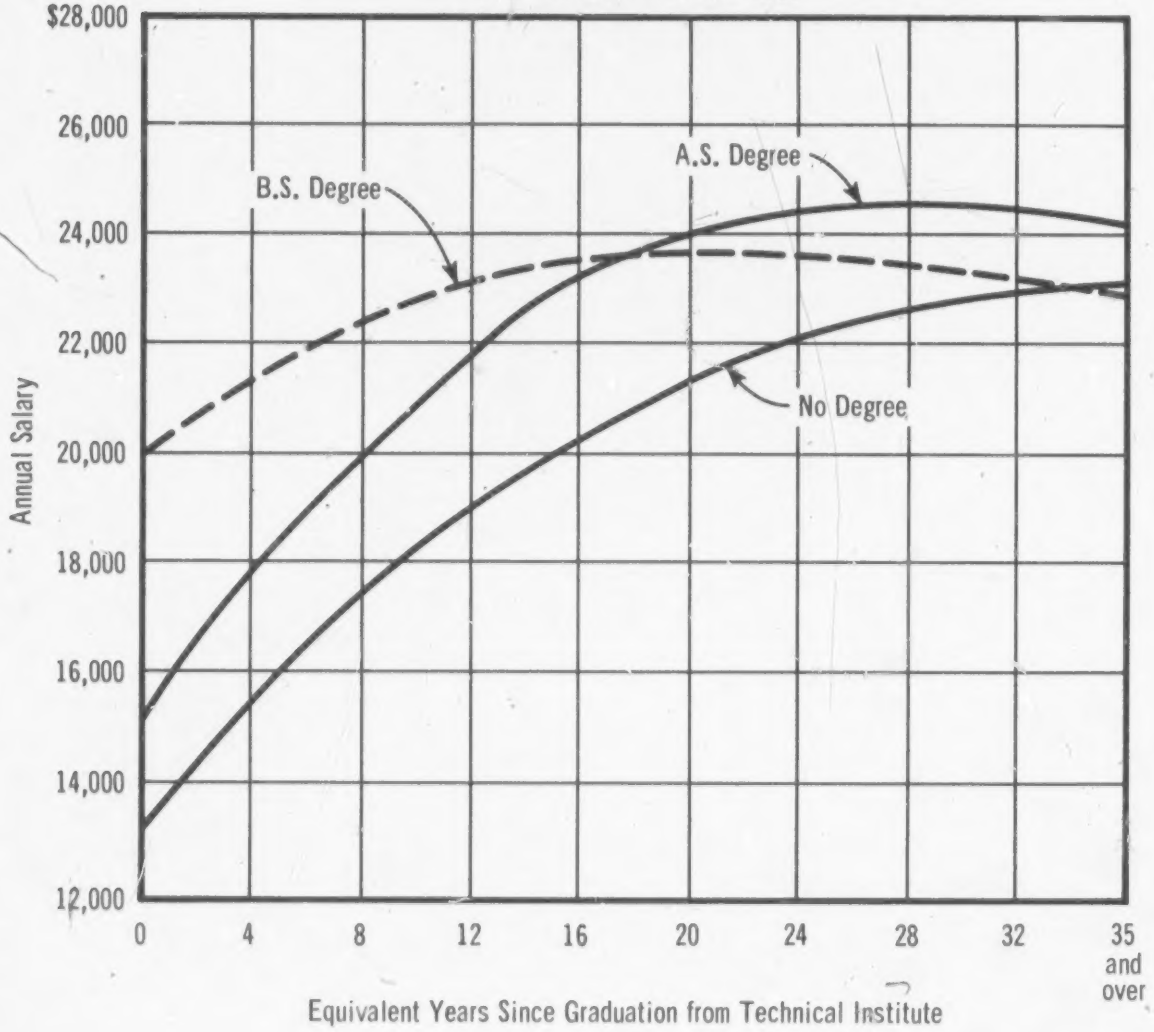
NOTE: Percentages are rounded to the nearest percent. Only employer groups presented in this book are shown above.

DISTRIBUTION OF SURVEY RESPONSES
Technicians

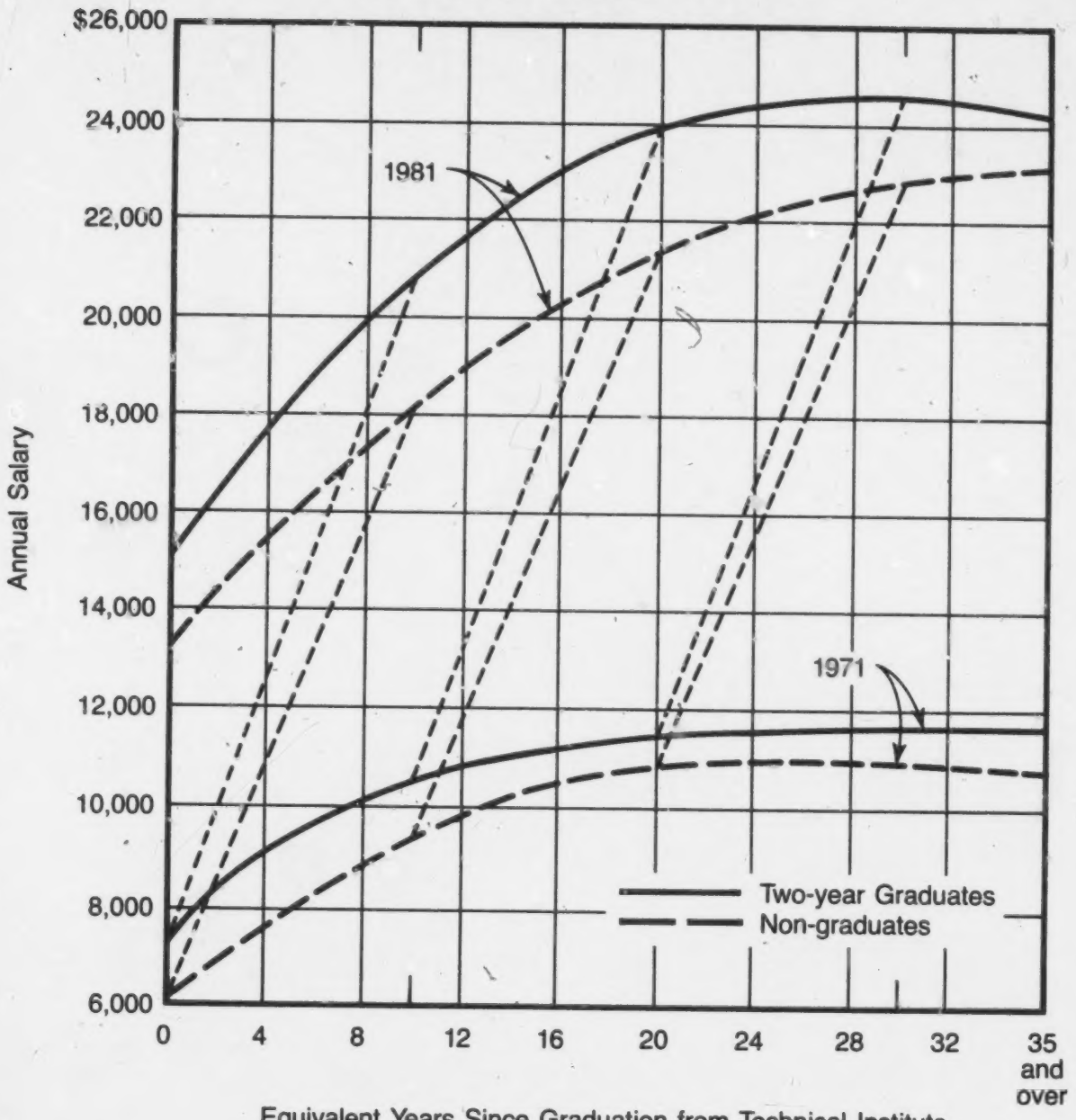
All Respondents	36,721	
All Industry	29,408	-- 80% of total
All Manufacturing	15,907	-- 43% of total
Aerospace	490	
Chemical	268	
Electric and Electronic	9,394	
Mechanical	1,141	
Metal Industries	705	
Other Manufacturing	4,137	
All Non-Manufacturing	13,501	-- 37% of total
Construction	840	
Des. Consult. & Eng. Serv.	1,950	
Consulting	1,244	
Engineering Services	706	
Electric & Gas Utilities	4,769	
Federal Government	972	-- 3% of total
State Government	5,784	-- 16% of total
Local Government	293	-- Less than 1% of total

NOTE: Percentages are rounded to the nearest percent. Only employer groups presented in this book are shown above.

MEDIAN SALARIES OF ENGINEERING TECHNICIANS AND TECHNOLOGISTS–1981



MEDIAN SALARIES, TECHNICIANS 1971 vs 1981

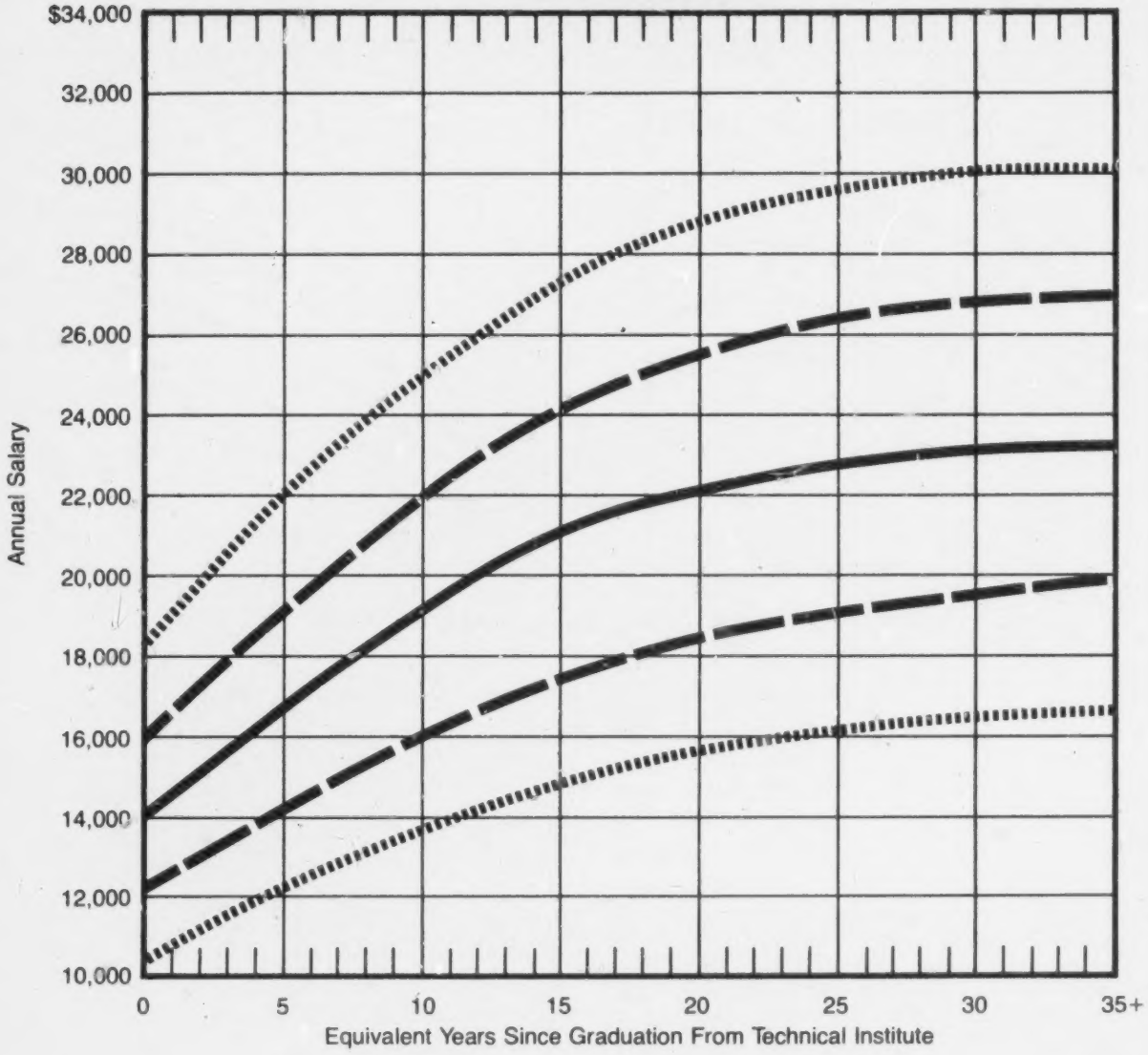


	0	4	8	10	16	22	28
Median ($) 1981	14150	16250	18200	19050	21200	22450	23000
% Increase 1979-81	38.7	29.5	25.1	23.7	23.6	24.4	25.0
Median ($) 1979	10200	12550	14550	15400	17150	18050	18400
% Increase 1977-79	5.7	9.6	11.5	12.4	13.6	14.6	15.4
Median ($) 1977	9650	11450	13050	13700	15100	15750	15950
% Increase 1975-77	13.5	15.1	15.5	15.1	13.5	12.5	12.7
Median ($) 1975	8500	9950	11300	11900	13300	14000	14150
% Increase 1973-75	10.4	11.8	12.4	13.3	15.2	17.2	17.9
Median ($) 1973	7700	8900	10050	10500	11550	11950	12000
% Increase 1971-73	11.6	7.9	8.1	8.2	9.9	9.6	9.1
Median ($) 1971	6900	8250	9300	9700	10500	10900	11000
% Increase 1969-71	2.2	8.6	12.6	10.9	9.4	9.0	10.0

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18200	19000	19800	20550	21300	22050	22750	23400	24000
UPPER QUARTILE	15900	16550	17250	17900	18550	19150	19800	20400	20950
MEDIAN	14150	14700	15200	15700	16250	16750	17250	17700	18200
LOWER QUARTILE	12300	12700	13150	13550	13950	14350	14750	15100	15450
LOWER DECILE	10550	10900	11250	11600	11950	12300	12600	12900	13200
MEAN	14300	14850	15400	15950	16450	17000	17500	17950	18400
TOTAL NUMBER	744	1797	1990	2133	2150	2157	2026	2113	2035
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	97	76	46	28	36	29	16	18	14

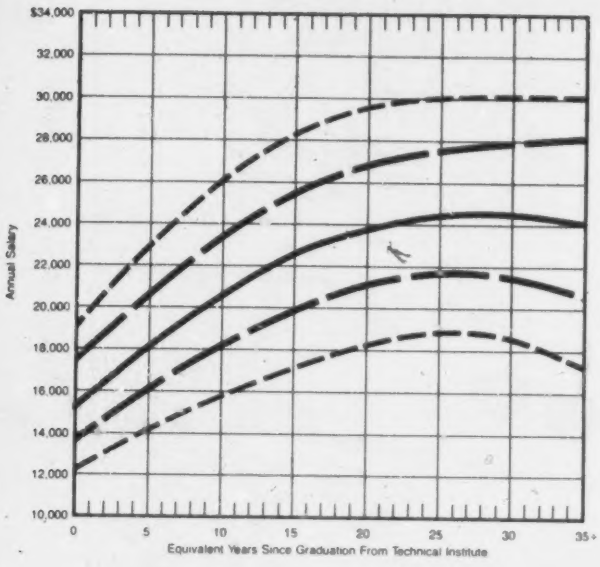
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25150	26600	27700	28550	29150	29600	29850	30050	30150
UPPER QUARTILE	22000	23400	24500	25350	26000	26400	26700	26950	27100
MEDIAN	19050	20200	21200	21900	22450	22800	23000	23100	23150
LOWER QUARTILE	16150	17000	17750	18350	18800	19150	19400	19650	19800
LOWER DECILE	13750	14500	15100	15550	15950	16200	16400	16550	16650
MEAN	19250	20350	21250	21900	22450	22800	23050	23250	23350
TOTAL NUMBER	5522	5839	4741	4302	3826	3374	2696	4384	5573
OVER $44000	0	0	1	0	2	0	0	1	2
UNDER $10000	28	9	13	13	8	3	5	6	5

LEGEND

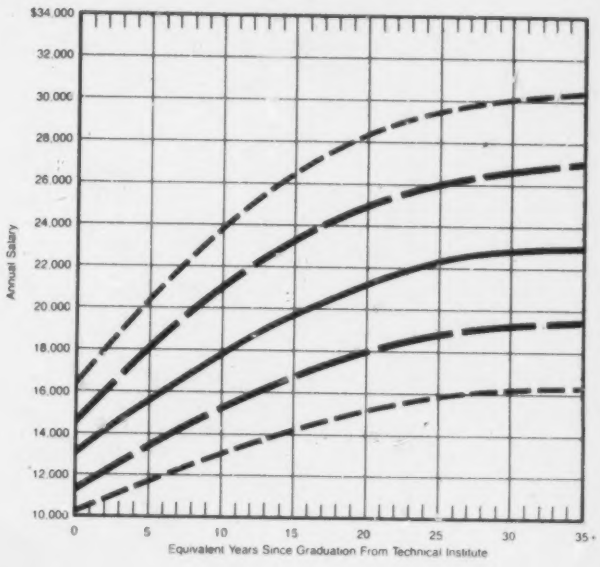
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

WEIGHTED NATIONAL AVERAGE

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	19350	20200	21050	21850	22600	23300	24000	24650	25200
UPPER QUARTILE	17850	18500	19150	19750	20400	20950	21550	22100	22600
MEDIAN	15200	15800	16400	17000	17600	18150	18750	19300	19800
LOWER QUARTILE	13850	14300	14750	15200	15650	16100	16550	16950	17400
LOWER DECILE	12100	12450	12850	13200	13550	13900	14300	14650	15000
MEAN	15800	16350	16900	17450	17950	18500	19000	19500	19950
TOTAL NUMBER	110	920	920	905	882	742	710	740	658
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	2	2	2	2	2	2	0	2	2

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26250	27500	28400	29050	29500	29800	29950	30100	30150
UPPER QUARTILE	23550	24800	25750	26550	27100	27550	27850	28100	28250
MEDIAN	20800	22100	23100	23850	24250	24450	24500	24400	24150
LOWER QUARTILE	18250	19400	20400	21150	21650	21900	21850	21550	20450
LOWER DECILE	15700	16700	17550	18250	18700	18950	18950	18650	17600
MEAN	20850	22050	23000	23700	24200	24450	24600	24650	24600
TOTAL NUMBER	1722	1798	1474	995	843	673	460	601	489
OVER $44000	0	0	1	0	1	0	0	0	0
UNDER $10000	3	0	1	2	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16450	17300	18150	18950	19750	20550	21350	22050	22750
UPPER QUARTILE	14850	15500	16150	16800	17450	18050	18700	19300	19900
MEDIAN	13300	13800	14300	14850	15350	15850	16300	16800	17250
LOWER QUARTILE	11400	11850	12250	12700	13100	13500	13900	14300	14650
LOWER DECILE	10050	10350	10700	11050	11350	11700	12000	12300	12600
MEAN	13300	13850	14450	14950	15500	16050	16550	17050	17500
TOTAL NUMBER	633	877	1069	1227	1267	1414	1316	1372	1377
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	95	74	44	26	34	26	16	16	11

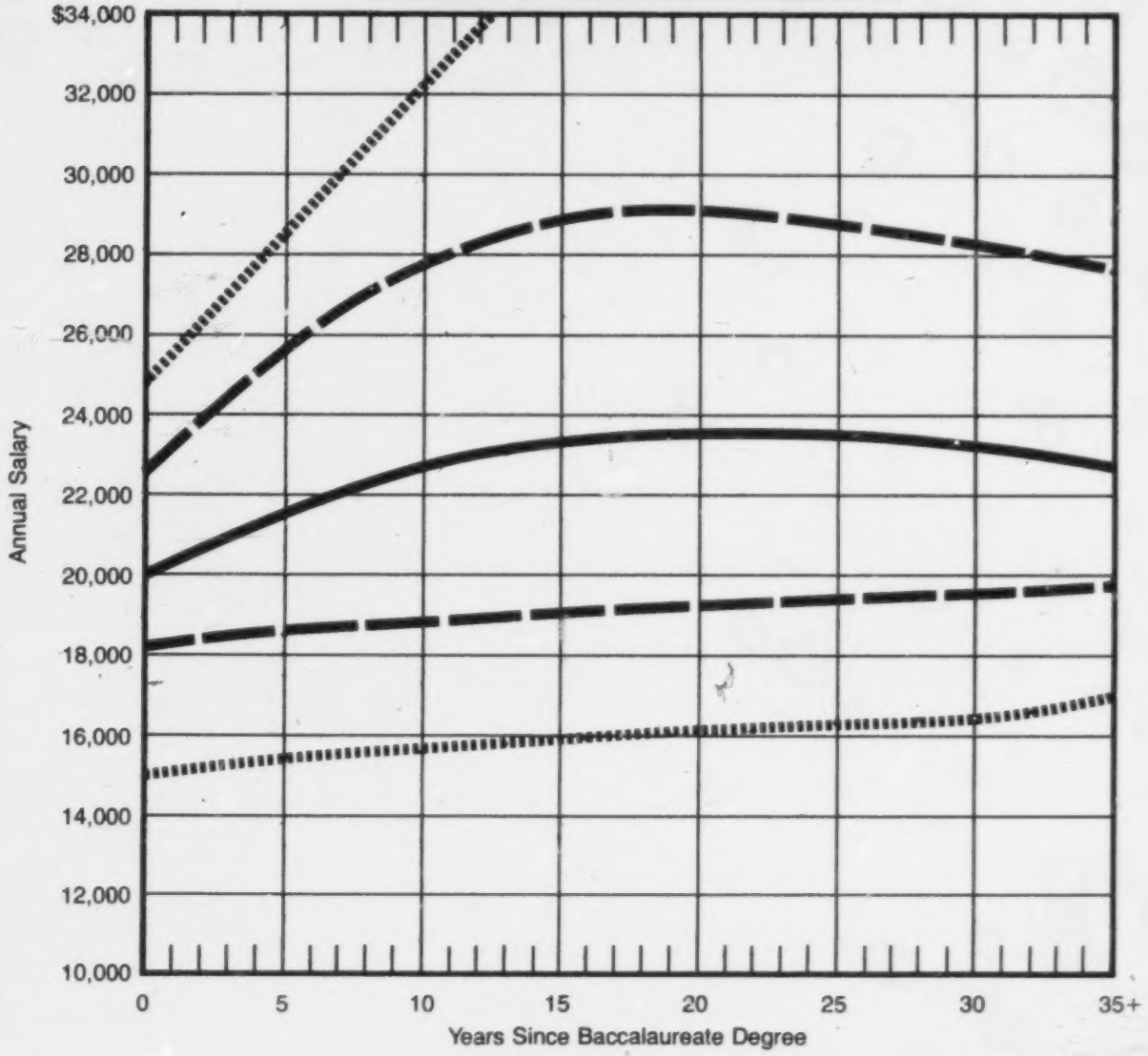
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24100	25800	27150	28200	28950	29500	29850	30100	30250
UPPER QUARTILE	21050	22550	23800	24800	25550	26100	26450	26700	26900
MEDIAN	18100	19300	20250	21100	21700	22200	22550	22850	23050
LOWER QUARTILE	15400	16350	17150	17850	18350	18800	19100	19350	19550
LOWER DECILE	13150	13900	14550	15100	15500	15850	16100	16300	16450
MEAN	18400	19600	20600	21350	22000	22450	22750	23050	23200
TOTAL NUMBER	3799	4040	3266	3307	2982	2701	2235	3783	5084
OVER $44000	0	0	0	0	1	0	0	1	2
UNDER $10000	25	9	12	11	8	3	5	6	5

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

WEIGHTED NATIONAL AVERAGE

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	25550	26300	27050	27800	28550	29300	30050	30800
UPPER QUARTILE	22650	23350	24000	24650	25200	25800	26300	26750	27200
MEDIAN	20000	20350	20700	21050	21350	21600	21900	22150	22350
LOWER QUARTILE	18150	18250	18300	18350	18400	18450	18500	18550	18600
LOWER DECILE	15300	15350	15350	15400	15450	15500	15500	15550	15600
MEAN	20050	20500	20900	21300	21650	22050	22350	22700	23000
TOTAL NUMBER	52	345	372	435	505	343	289	241	191
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	2	1	0	0	0	0	0

YEARS	9-11	1 14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32250	34300	36100	37450	38250	38500	38100	36650	32350
UPPER QUARTILE	27900	28600	29000	29100	28950	28750	28450	28100	27650
MEDIAN	22750	23200	23500	23650	23650	23550	23400	23200	22800
LOWER QUARTILE	18700	18900	19050	19200	19300	19450	19550	19700	19900
LOWER DECILE	15650	15800	15900	16050	16150	16300	16450	16650	17000
MEAN	23500	24150	24550	24800	24900	24900	24800	24650	24350
TOTAL NUMBER	447	314	197	152	93	64	71	100	81
OVER $44000	0	9	2	0	1	1	0	3	2
UNDER $10000	0	3	0	0	0	0	0	0	0

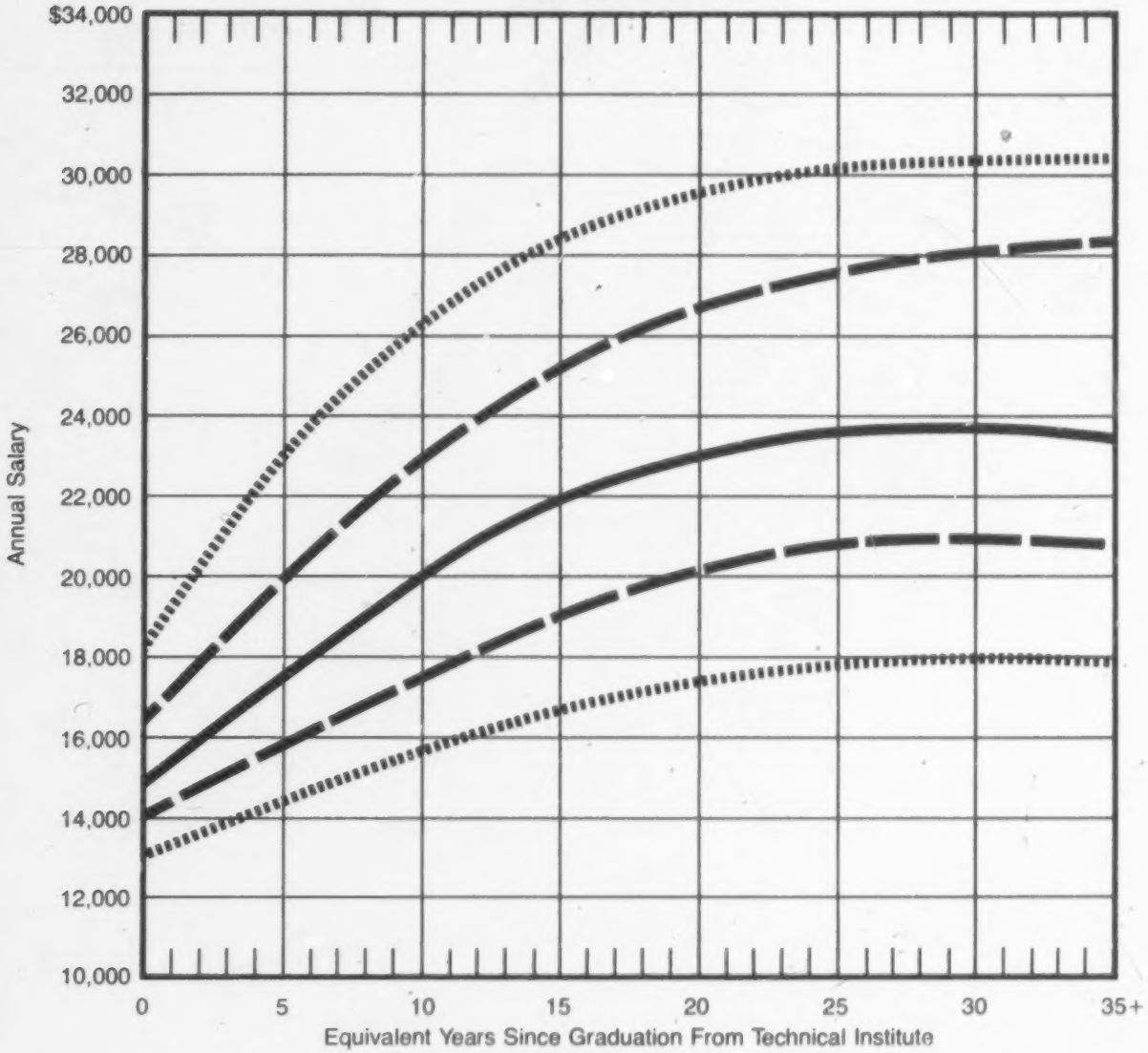
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CURVES AND TABLES
BY SIZE OF EMPLOYER

LARGE INDUSTRIAL EMPLOYERS

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18200	19250	20300	21250	22200	23050	23850	24600	25300
UPPER QUARTILE	16250	17050	17800	18550	19250	20000	20650	21300	21950
MEDIAN	14850	15400	15950	16450	17000	17550	18050	18600	19100
LOWER QUARTILE	14050	14400	14800	15150	15500	15850	16200	16550	16900
LOWER DECILE	13150	13400	13700	14000	14250	14500	14800	15050	15250
MEAN	15300	15900	16500	17100	17650	18200	18700	19200	19650
TOTAL NUMBER	214	608	706	778	802	729	670	650	641
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	8	4	1	0	1	4	1	1	1

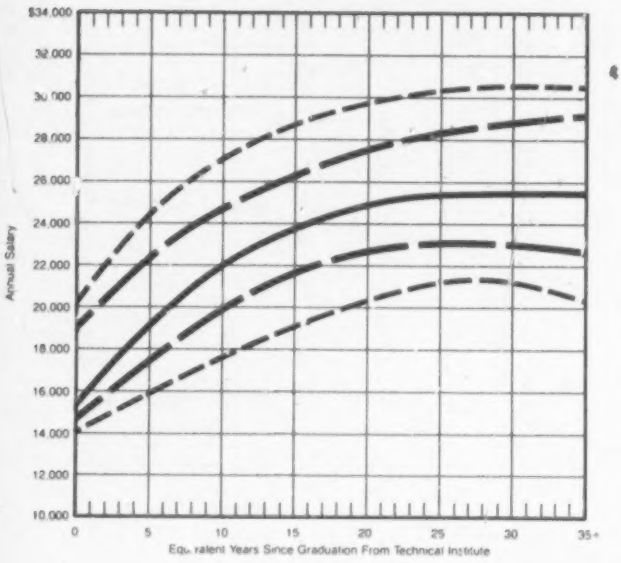
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26500	27850	28800	29450	29850	30100	30250	30300	30350
UPPER QUARTILE	23100	24550	25700	26600	27250	27700	28000	28250	28400
MEDIAN	20000	21250	22250	22950	23450	23700	23750	23700	23450
LOWER QUARTILE	17550	18500	19350	20000	20550	20900	21100	21100	20750
LOWER DECILE	15750	16350	16850	17250	17550	17800	17900	18000	17950
MEAN	20550	21600	22450	23100	23600	23950	24150	24300	24400
TOTAL NUMBER	1642	1712	1455	1207	993	928	807	1216	1286
OVER $44000	0	0	1	0	2	0	0	1	2
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

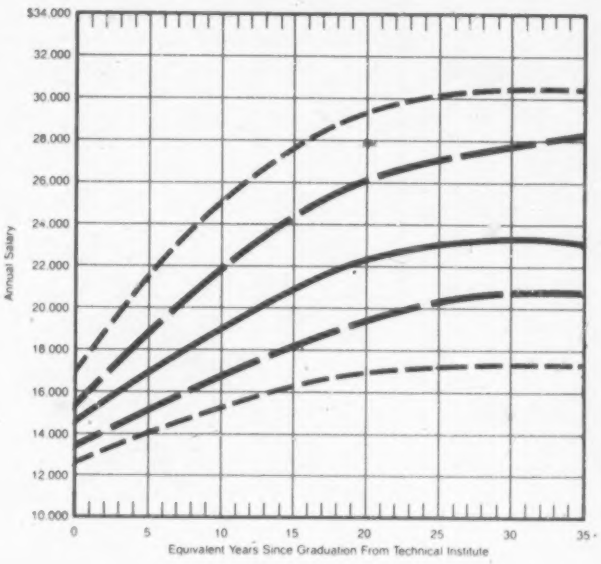
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

LARGE INDUSTRIAL EMPLOYERS

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	19950	21000	22000	22950	23800	24600	25350	26000	26550
UPPER QUARTILE	18850	19550	20250	20900	21550	22200	22750	23350	23850
MEDIAN	15450	16300	17100	17900	18650	19350	20050	20650	21200
LOWER QUARTILE	14650	15200	15750	16300	16800	17350	17850	18400	13900
LOWER DECILE	14100	14450	14800	15150	15550	15900	16250	16650	17000
MEAN	16750	17400	18100	18750	19350	19950	20500	21050	21500
TOTAL NUMBER	14	281	265	265	270	211	185	182	171
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	1	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27550	28600	29300	29750	30050	30200	30300	30350	30350
UPPER QUARTILE	24800	26000	26950	27650	28150	28500	28750	28950	29050
MEDIAN	22200	23350	24200	24750	25100	25350	25450	25550	25600
LOWER QUARTILE	19800	21050	22000	22700	23100	23300	23300	23100	22600
LOWER DECILE	17750	18750	19700	20500	21150	21550	21650	21450	20050
MEAN	22400	23500	24350	24950	25400	25700	25900	26050	26150
TOTAL NUMBER	436	494	492	268	216	174	120	172	116
OVER $44000	0	0	1	0	1	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16650	17700	18750	19750	20700	21650	22550	23350	24150
UPPER QUARTILE	15250	15950	16650	17350	18050	18750	19450	20100	20750
MEDIAN	14600	15050	15500	16000	16450	16900	17350	17800	18250
LOWER QUARTILE	13750	14050	14400	14700	15050	15350	15700	16000	16350
LOWER DECILE	12550	12900	13200	13550	13850	14150	14400	14650	14900
MEAN	14550	15150	15750	16300	16850	17350	17900	18400	18850
TOTAL NUMBER	200	327	441	513	532	518	485	468	470
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	4	0	0	1	3	1	1	1

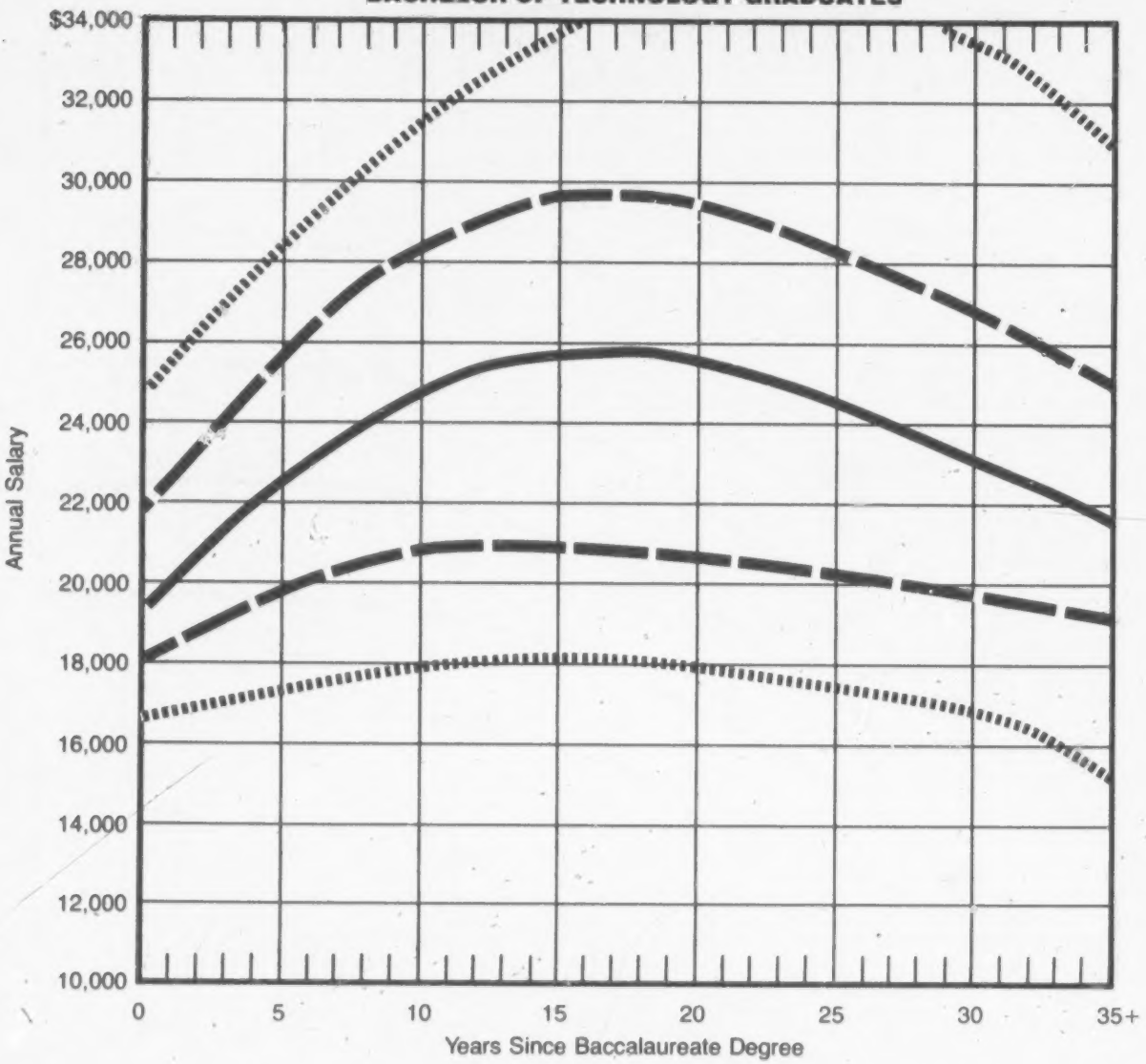
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25500	27150	28350	29200	29750	30100	30300	30450	30500
UPPER QUARTILE	21950	23600	24950	26000	26750	27350	27700	28050	28250
MEDIAN	19150	20350	21350	22200	22850	23300	23500	23550	23250
LOWER QUARTILE	16950	17800	18600	19300	19850	20250	20550	20750	20650
LOWER DECILE	15400	15950	16450	16800	17100	17300	17450	17550	17650
MEAN	19750	20900	21800	22550	23100	23500	23800	24000	24150
TOTAL NUMBER	1206	1218	963	939	777	754	687	1044	1170
OVER $44000	0	0	0	0	1	0	0	1	2
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

LARGE INDUSTRIAL EMPLOYERS

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	24950	25650	26350	27050	27750	28400	29100	29750	30350
UPPER QUARTILE	21900	22750	23550	24350	25150	25850	26500	27150	27700
MEDIAN	19350	20050	20750	21400	22000	22600	23150	23650	24150
LOWER QUARTILE	18050	18500	18850	19200	19550	19850	20100	20300	20500
LOWER DECILE	16600	16800	16950	17100	17250	17350	17500	17600	17700
MEAN	20100	20650	21250	21800	22300	22800	23300	23700	24100
TOTAL NUMBER	21	103	111	133	130	116	93	74	58
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

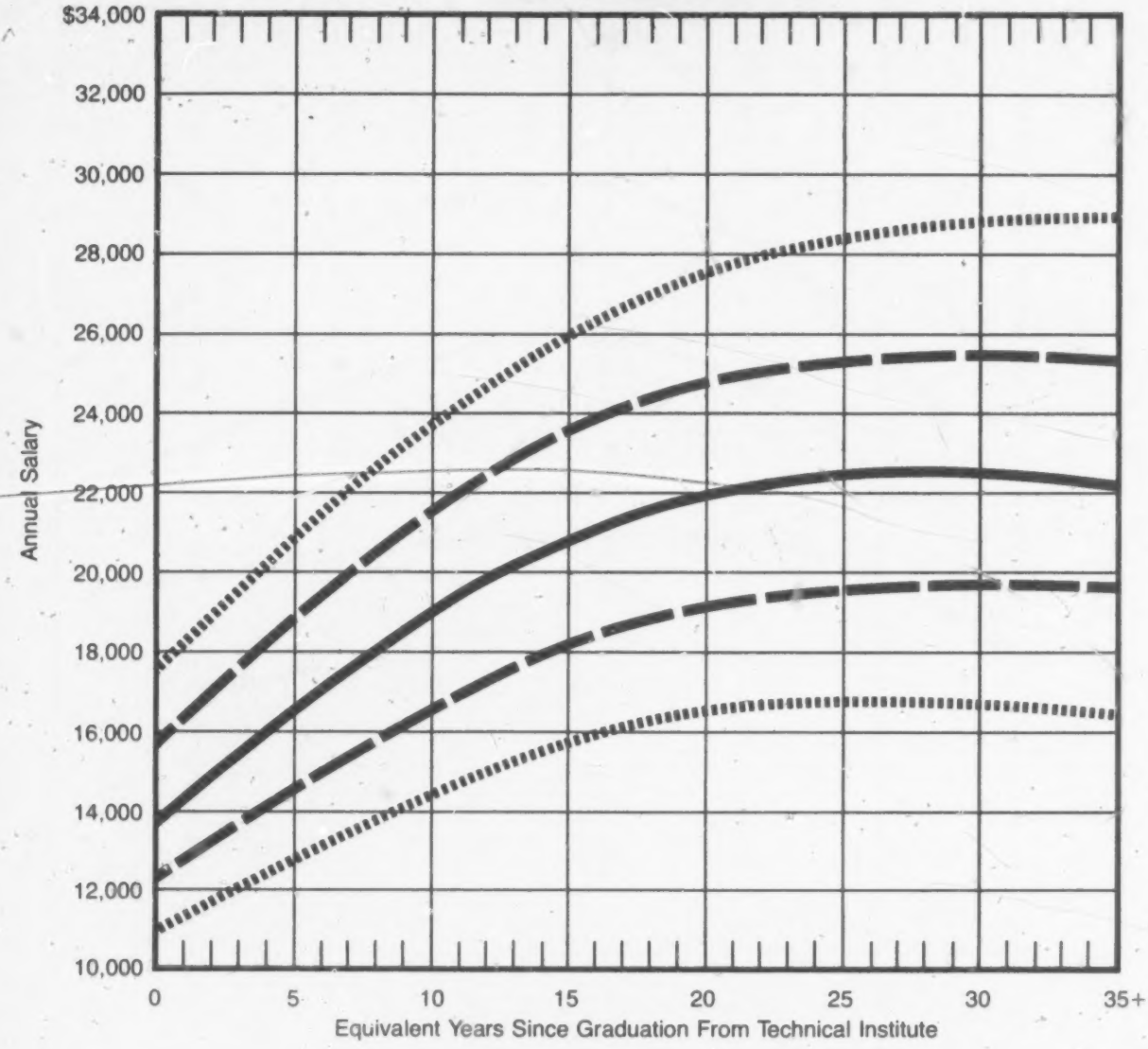
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31300	32950	34000	34600	34800	34550	34000	32900	30600
UPPER QUARTILE	28600	29500	29800	29600	29050	28250	27450	26350	25050
MEDIAN	24900	25600	25850	25700	25200	24500	23750	22750	21400
LOWER QUARTILE	20750	20950	20950	20750	20500	20250	19950	19600	19250
LOWER DECILE	17850	18050	18100	18000	17850	17550	17150	16550	15200
MEAN	24800	25550	25950	25950	25750	25300	24750	23950	22750
TOTAL NUMBER	137	96	66	40	30	23	14	25	19
OVER $44000	0	1	2	0	1	1	0	1	1
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17600	18250	18900	19600	20250	20900	21500	22150	22700
UPPER QUARTILE	15650	16300	16950	17600	18200	18850	19450	20000	20550
MEDIAN	13900	14450	15000	15550	16100	16650	17200	17700	18200
LOWER QUARTILE	12200	12700	13150	13650	14150	14600	15050	15500	15900
LOWER DECILE	11000	11400	11750	12150	12550	12900	13250	13600	13950
MEAN	14150	14700	15250	15800	16300	16850	17350	17850	18350
TOTAL NUMBER	114	266	276	346	313	353	336	319	305
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	8	4	3	0	2	0	0	0	1

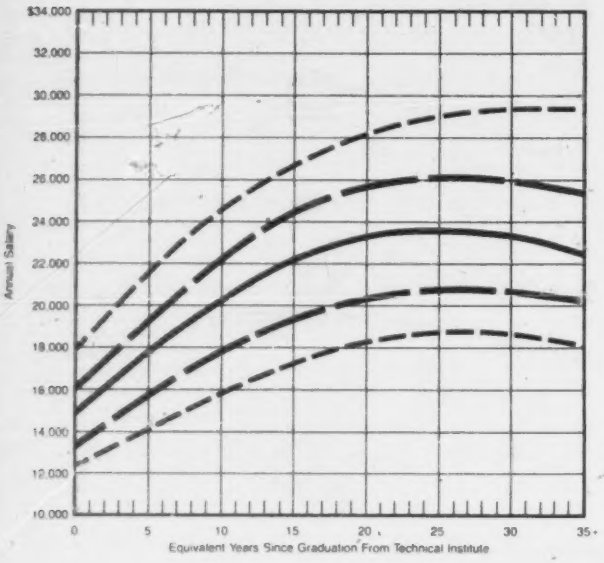
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23850	25300	26500	27400	28050	28500	28750	28950	29000
UPPER QUARTILE	21600	22950	23950	24650	25100	25350	25450	25450	25350
MEDIAN	19100	20300	21200	21850	22250	22450	22550	22500	22350
LOWER QUARTILE	16700	17750	18550	19100	19450	19650	19750	19750	19600
LOWER DECILE	14600	15400	16000	16450	16700	16850	16850	16750	16500
MEAN	19200	20400	21300	21950	22350	22600	22700	22700	22600
TOTAL NUMBER	810	819	604	546	474	403	305	547	782
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	1	1	1	0	0	0	0

LEGEND

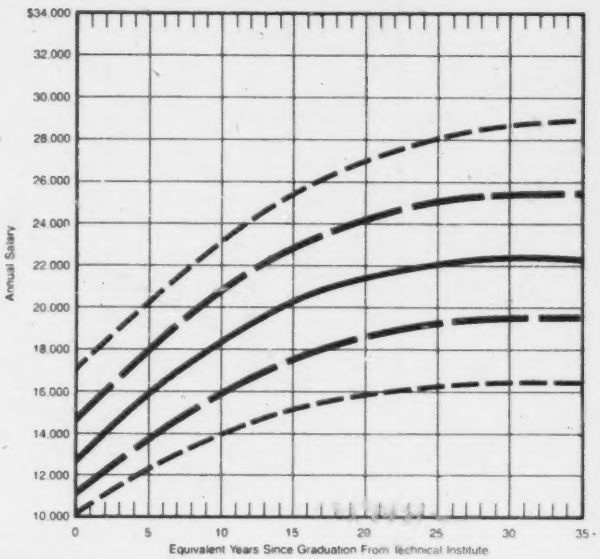
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18050	18800	19500	20250	20950	21650	22300	22950	23550
UPPER QUARTILE	16100	16800	17500	18200	18850	19550	20200	20800	21400
MEDIAN	14700	15300	15850	16450	17000	17600	18150	18700	19200
LOWER QUARTILE	13200	13700	14250	14750	15250	15750	16250	16700	17150
LOWER DECILE	12250	12600	13000	13350	13700	14100	14450	14800	15150
MEAN	14900	15450	16050	16600	17200	17750	18300	18800	19300
TOTAL NUMBER	29	170	165	170	159	155	162	122	132
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	0	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24650	26100	27250	28050	28650	29000	29250	29400	29500
UPPER QUARTILE	22550	23950	25000	25650	26050	26150	26100	25900	25550
MEDIAN	20200	21500	22450	23100	23450	23500	23400	23050	22350
LOWER QUARTILE	17950	19000	19800	20300	20550	20650	20600	20450	20150
LOWER DECILE	15850	16750	17500	18100	18500	18700	18700	18550	17950
MEAN	20300	21500	22450	23100	23500	23600	23600	23400	23000
TOTAL NUMBER	292	285	204	141	131	91	75	96	88
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17050	17700	18350	18950	19600	20200	20850	21450	22050
UPPER QUARTILE	14750	15400	16050	16700	17300	17950	18550	19150	19750
MEDIAN	12700	13300	13950	14550	15150	15750	16300	16850	17400
LOWER QUARTILE	11250	11750	12250	12750	13250	13750	14250	14700	15150
LOWER DECILE	10250	10700	11100	11550	11950	12350	12750	13100	13450
MEAN	13250	13800	14400	14950	15500	16050	16600	17100	17600
TOTAL NUMBER	85	96	110	176	154	198	173	196	173
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	4	2	0	2	0	0	0	0

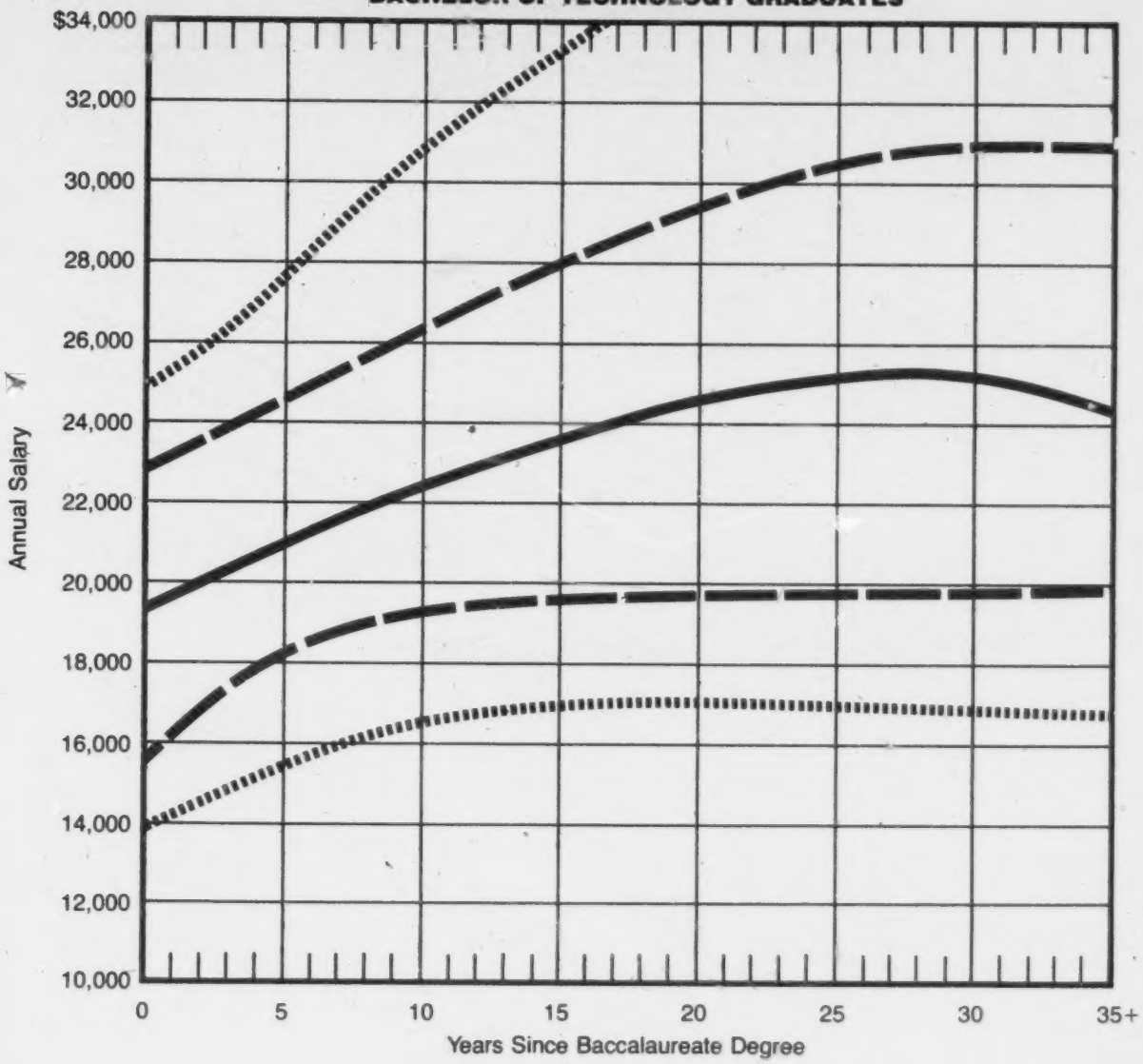
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23150	24700	25950	27000	27750	28250	28600	28800	28900
UPPER QUARTILE	20850	22250	23350	24150	24700	25050	25200	25300	25300
MEDIAN	18400	19650	20650	21350	21800	22100	22250	22350	22400
LOWER QUARTILE	16000	17150	18000	18650	19100	19350	19500	19500	19500
LOWER DECILE	14100	14900	15450	15900	16150	16300	16350	16400	16400
MEAN	18550	19800	20750	21450	21950	22250	22450	22550	22550
TOTAL NUMBER	517	533	399	404	342	312	230	450	693
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	1	1	1	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	24900	25500	26050	26650	27200	27800	28400	28950	29550
UPPER QUARTILE	22800	23150	23550	23900	24250	24650	25000	25350	25700
MEDIAN	19450	19750	20050	20350	20650	21000	21250	21550	21850
LOWER QUARTILE	15400	16150	16850	17400	17850	18250	18550	18800	19000
LOWER DECILE	13950	14350	14700	15050	15400	15650	15900	16100	16300
MEAN	19600	19950	20300	20650	21000	21300	21650	22000	22300
TOTAL NUMBER	6	54	69	51	53	63	42	51	32
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

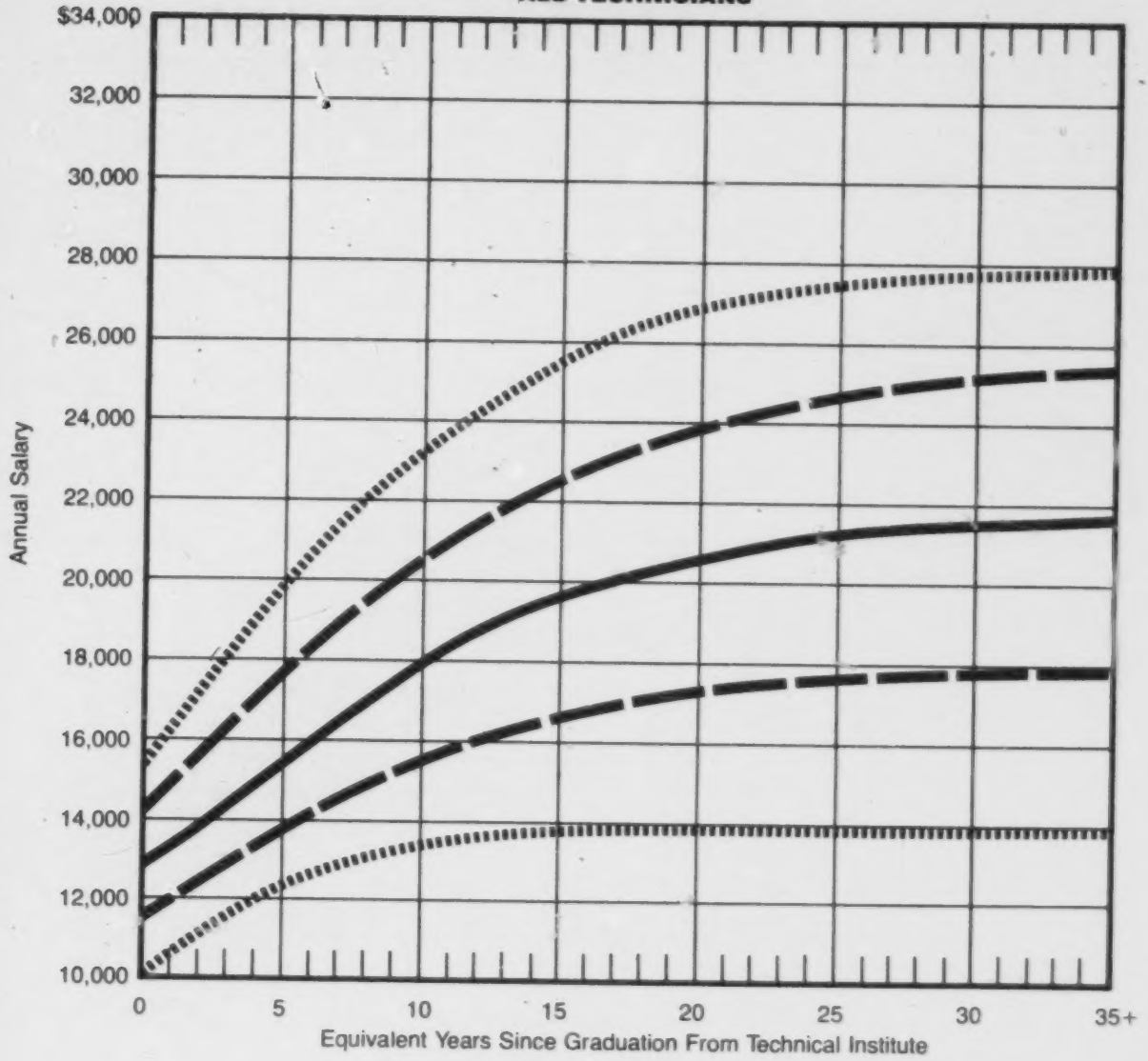
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30700	32350	33900	35250	36300	37100	37500	37450	35800
UPPER QUARTILE	26400	27400	28350	29200	29900	30500	30900	31200	30950
MEDIAN	22400	23200	23850	24450	24850	25150	25250	25150	24300
LOWER QUARTILE	19300	19550	19700	19750	19750	19800	19800	19800	19800
LOWER DECILE	16600	16850	17000	17000	17000	16950	16900	16850	16850
MEAN	22950	23800	24600	25300	25850	26200	26450	26400	25600
TOTAL NUMBER	72	41	24	15	13	5	9	17	11
OVER $44000	0	1	0	0	0	0	0	2	0
UNDER $10000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SMALL INDUSTRIAL EMPLOYERS

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15550	16450	17400	18300	19150	19950	20750	21500	22200
UPPER QUARTILE	14350	15100	15800	16500	17150	17850	18450	19050	19650
MEDIAN	12750	13400	14000	14650	15200	15750	16300	16800	17300
LOWER QUARTILE	11450	12000	12450	12950	13400	13800	14200	14600	14950
LOWER DECILE	9950	10650	11250	11800	12250	12600	12850	13100	13250
MEAN	13000	13650	14250	14900	15450	16050	16550	17050	17500
TOTAL NUMBER	62	90	118	113	134	128	133	163	146
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	5	3	2	0	2	1	0	1	0

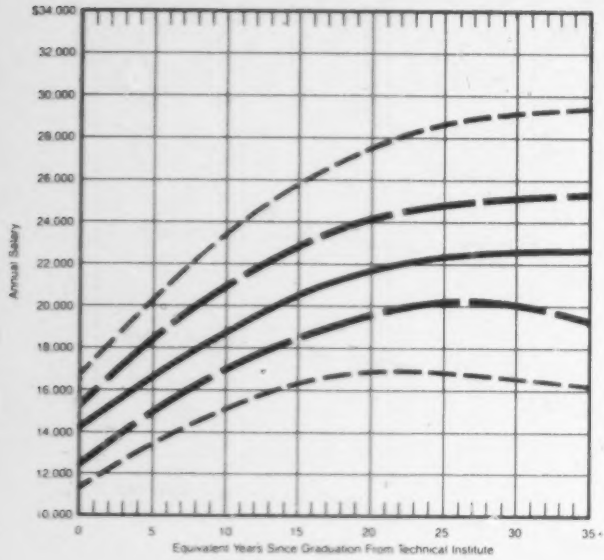
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23400	24900	26000	26750	27250	27600	27800	27900	27950
UPPER QUARTILE	20700	22000	23050	23850	24400	24750	25000	25200	25300
MEDIAN	18150	19200	20000	20600	21000	21300	21450	21600	21650
LOWER QUARTILE	15550	16300	16800	17200	17450	17650	17750	17800	17850
LOWER DECILE	13500	13700	13750	13800	13800	13800	13800	13800	13800
MEAN	18350	19350	20050	20600	20950	21150	21300	21400	21450
TOTAL NUMBER	351	326	257	214	187	183	137	248	316
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	1	0	0	1	0	0	2

LEGEND

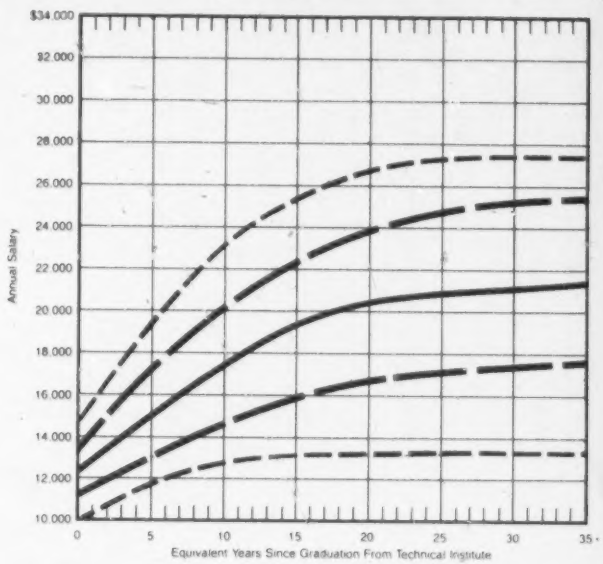
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SMALL INDUSTRIAL EMPLOYERS

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16450	17250	18000	18750	19500	20200	20900	21600	22250
UPPER QUARTILE	15200	15850	16550	17200	17850	18450	19050	19600	20150
MEDIAN	14050	14600	15100	15600	16150	16650	17150	17600	18050
LOWER QUARTILE	12450	12950	13400	13900	14350	14800	15300	15750	16200
LOWER DECILE	11200	11650	12100	12550	13000	13400	13850	14200	14600
MEAN	13900	14550	15150	15750	16300	16850	17400	17900	18400
TOTAL NUMBER	15	53	53	52	58	54	50	59	55
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23500	25100	26400	27400	28150	28700	29100	29400	29600
UPPER QUARTILE	21100	22350	23300	24050	24600	24950	25200	25400	25500
MEDIAN	18950	20100	21050	21700	22200	22450	22600	22650	22550
LOWER QUARTILE	17050	18150	19050	19700	20100	20200	20150	19900	19300
LOWER DECILE	15250	16000	16500	16800	16850	16750	16600	16400	16050
MEAN	19250	20350	21200	21800	22300	22600	22800	22950	23000
TOTAL NUMBER	123	102	91	61	38	39	21	23	26
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	14550	15600	16650	17650	18650	19600	20450	21300	22050
UPPER QUARTILE	13450	14200	15000	15750	16450	17200	17850	18550	19150
MEDIAN	12150	12750	13300	13850	14400	14950	15450	15950	16450
LOWER QUARTILE	11300	11600	12000	12350	12750	13100	13450	13750	14100
LOWER DECILE	9850	10350	10800	11250	11600	11900	12150	12400	12550
MEAN	12350	13000	13600	14200	14800	15400	15900	16450	16900
TOTAL NUMBER	47	37	65	60	75	73	82	103	90
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	5	3	2	0	2	1	0	1	0

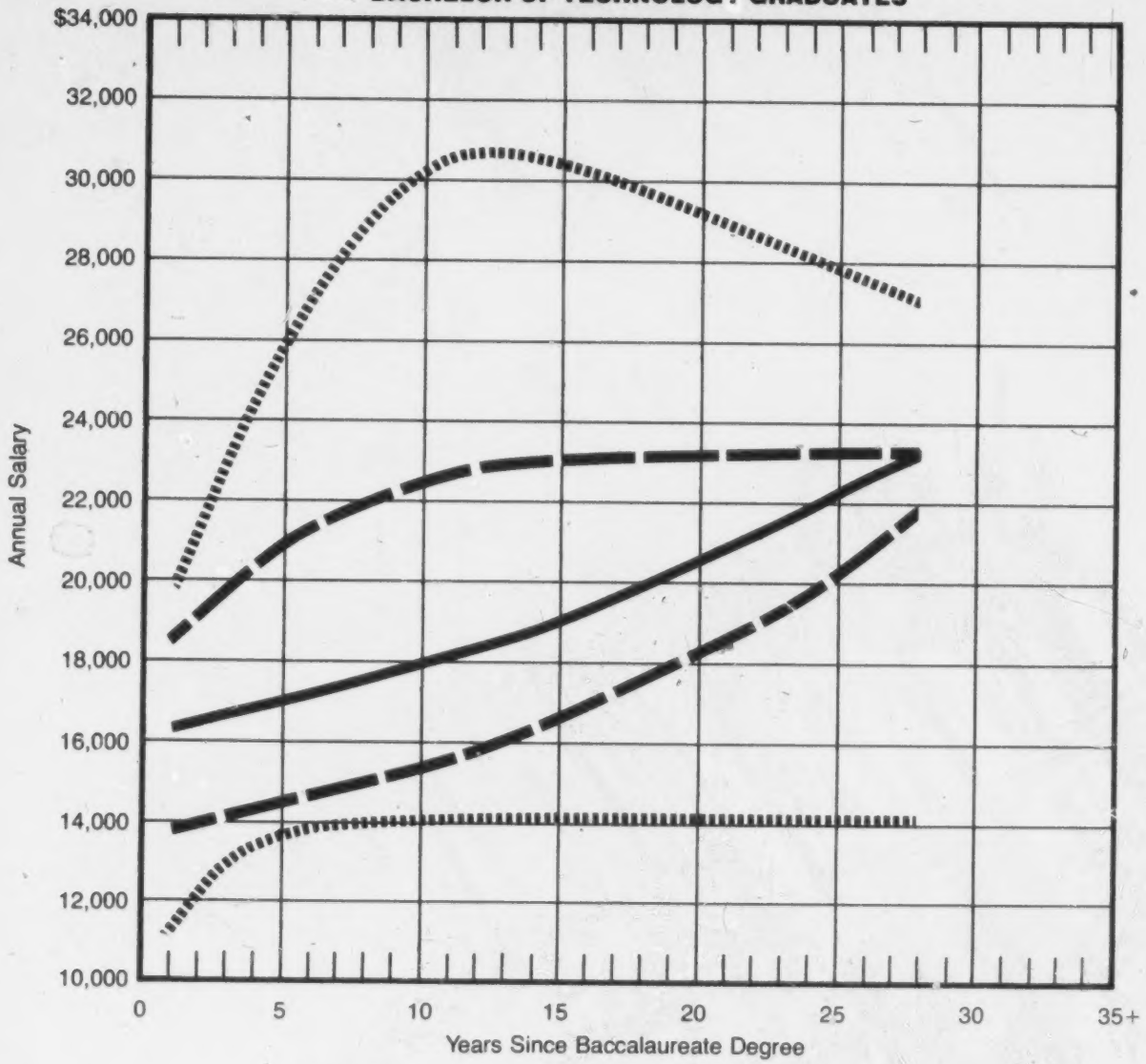
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23350	24900	25950	26650	27050	27350	27500	27550	27600
UPPER QUARTILE	20300	21750	22900	23700	24300	24700	24950	25150	25200
MEDIAN	17350	18450	19400	20100	20600	20950	21200	21400	21500
LOWER QUARTILE	14700	15450	16100	16600	16950	17250	17450	17600	17700
LOWER DECILE	12850	13150	13300	13400	13450	13450	13500	13500	13500
MEAN	17750	18850	19650	20200	20600	20850	21050	21150	21200
TOTAL NUMBER	227	224	165	153	148	143	116	225	290
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	1	0	0	1	0	0	2

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SMALL INDUSTRIAL EMPLOYERS

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	19700	21350	23000	24500	25900	27150	28250	29100
UPPER QUARTILE	0	18450	19200	19850	20450	20900	21350	21700	21950
MEDIAN	0	16400	16550	16750	16900	17050	17250	17450	17600
LOWER QUARTILE	0	13850	13950	14100	14300	14450	14600	14800	15000
LOWER DECILE	0	11150	12500	13300	13700	13900	14000	14050	14050
MEAN	0	15700	16700	17550	18250	18800	19250	19600	19900
TOTAL NUMBER	3	20	8	18	17	13	13	7	9
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30250	30750	30300	29450	0	27750	27200	0	0
UPPER QUARTILE	22400	22800	23050	23150	0	23250	23300	0	0
MEDIAN	18000	18650	19400	20200	0	22200	23400	0	0
LOWER QUARTILE	15400	16100	16900	17800	0	20250	21800	0	0
LOWER DECILE	14050	14050	14050	14050	0	14050	14050	0	0
MEAN	20300	20650	20800	20850	0	20900	20900	0	0
TOTAL NUMBER	15	11	8	9	3	7	5	4	4
OVER $44000	0	0	0	0	0	0	0	0	1
UNDER $10000	0	0	0	0	0	0	0	0	0

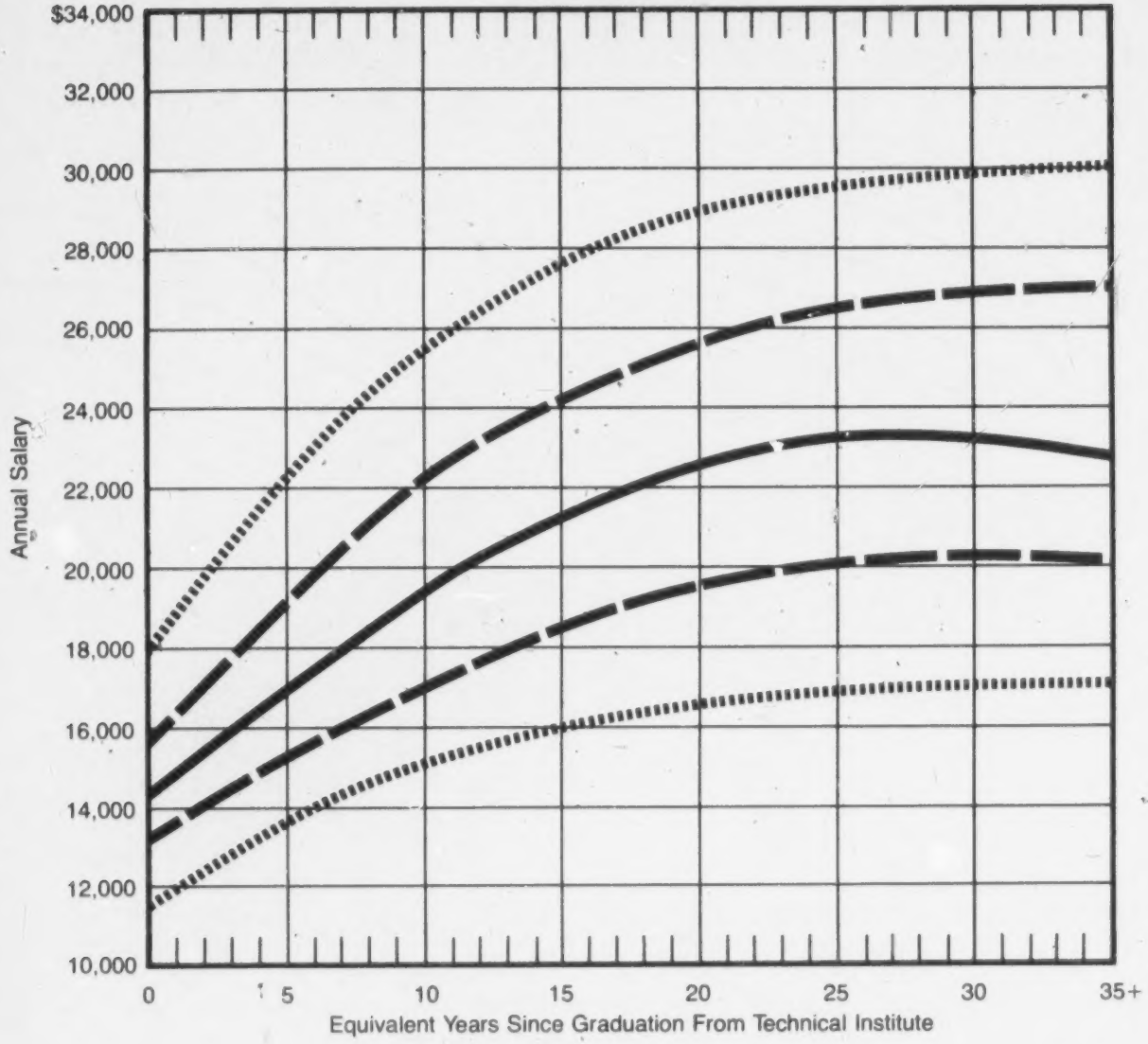
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18000	18900	19800	20650	21500	22250	23000	23700	24350
UPPER QUARTILE	15750	16500	17250	17950	18650	19350	19950	20600	21200
MEDIAN	14550	15100	15600	16100	16600	17100	17600	18100	18600
LOWER QUARTILE	13350	13700	14100	14500	14900	15250	15650	16000	16400
LOWER DECILE	11600	12050	12500	12900	13300	13650	14000	14350	14600
MEAN	14700	15300	15900	16500	17050	17600	18100	18600	19050
TOTAL NUMBER	396	976	1122	1262	1277	1242	1170	1170	1121
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	22	12	6	0	5	5	1	2	2

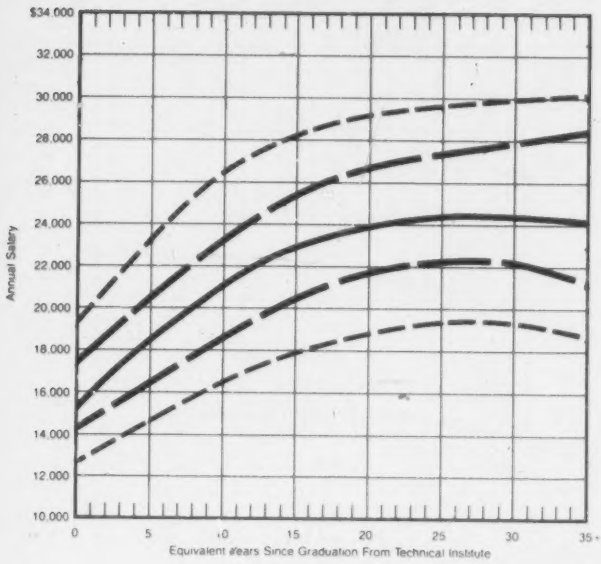
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25550	26950	28000	28750	29300	29600	29850	29950	30050
UPPER QUARTILE	22250	23600	24700	25500	26100	26500	26800	27000	27100
MEDIAN	19500	20700	21700	22400	22900	23200	23300	23200	22900
LOWER QUARTILE	17050	18000	18800	19400	19850	20150	20300	20350	20200
LOWER DECILE	15150	15750	16200	16500	16750	16850	16950	17000	17050
MEAN	19900	20950	21800	22400	22850	23150	23350	23450	23550
TOTAL NUMBER	2895	2961	2397	2049	1753	1603	1308	2115	2493
OVER $44000	0	0	1	0	2	0	0	1	2
UNDER $10000	1	0	2	1	1	1	0	2	3

LEGEND

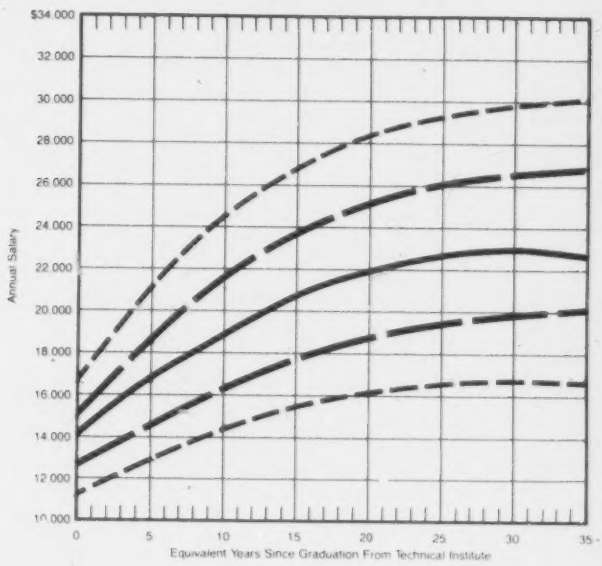
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL INDUSTRIES

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18900	19900	20850	21800	22650	23450	24200	24900	25500
UPPER QUARTILE	17500	18200	18900	19550	20200	20850	21450	22050	22550
MEDIAN	15100	15750	16400	17050	17650	18300	18850	19450	20000
LOWER QUARTILE	14100	14550	15000	15500	15950	16400	16900	17350	17800
LOWER DECILE	12750	13150	13500	13900	14250	14650	15000	15350	15750
MEAN	15700	16350	17000	17600	18200	18800	19350	19850	20350
TOTAL NUMBER	58	509	493	496	497	430	408	376	366
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	2	0	2	0	0	1	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26600	27800	28650	29200	29550	29750	29900	29950	30000
UPPER QUARTILE	23600	24850	25850	26650	27200	27600	27900	28100	28250
MEDIAN	21000	22250	23200	23800	24150	24300	24300	24200	24050
LOWER QUARTILE	18650	19850	20850	21600	22100	22300	22300	22000	21150
LOWER DECILE	16450	17400	18200	18850	19300	19550	19600	19400	18650
MEAN	21250	22350	23250	23850	24350	24650	24800	24950	25000
TOTAL NUMBER	881	905	810	486	405	321	232	301	242
OVER $44000	0	0	1	0	1	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16550	17500	18400	19300	20200	21050	21850	22600	23350
UPPER QUARTILE	15150	15800	16450	17150	17800	18450	19050	19700	20300
MEDIAN	14150	14650	15100	15600	16050	16500	17000	17450	17900
LOWER QUARTILE	12800	13200	13600	14000	14400	14800	15200	15550	15900
LOWER DECILE	11100	11550	12000	12400	12800	13200	13550	13850	14150
MEAN	14000	14600	15200	15750	16300	16850	17400	17850	18350
TOTAL NUMBER	337	466	628	765	779	811	762	793	754
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	20	12	4	0	5	4	1	2	1

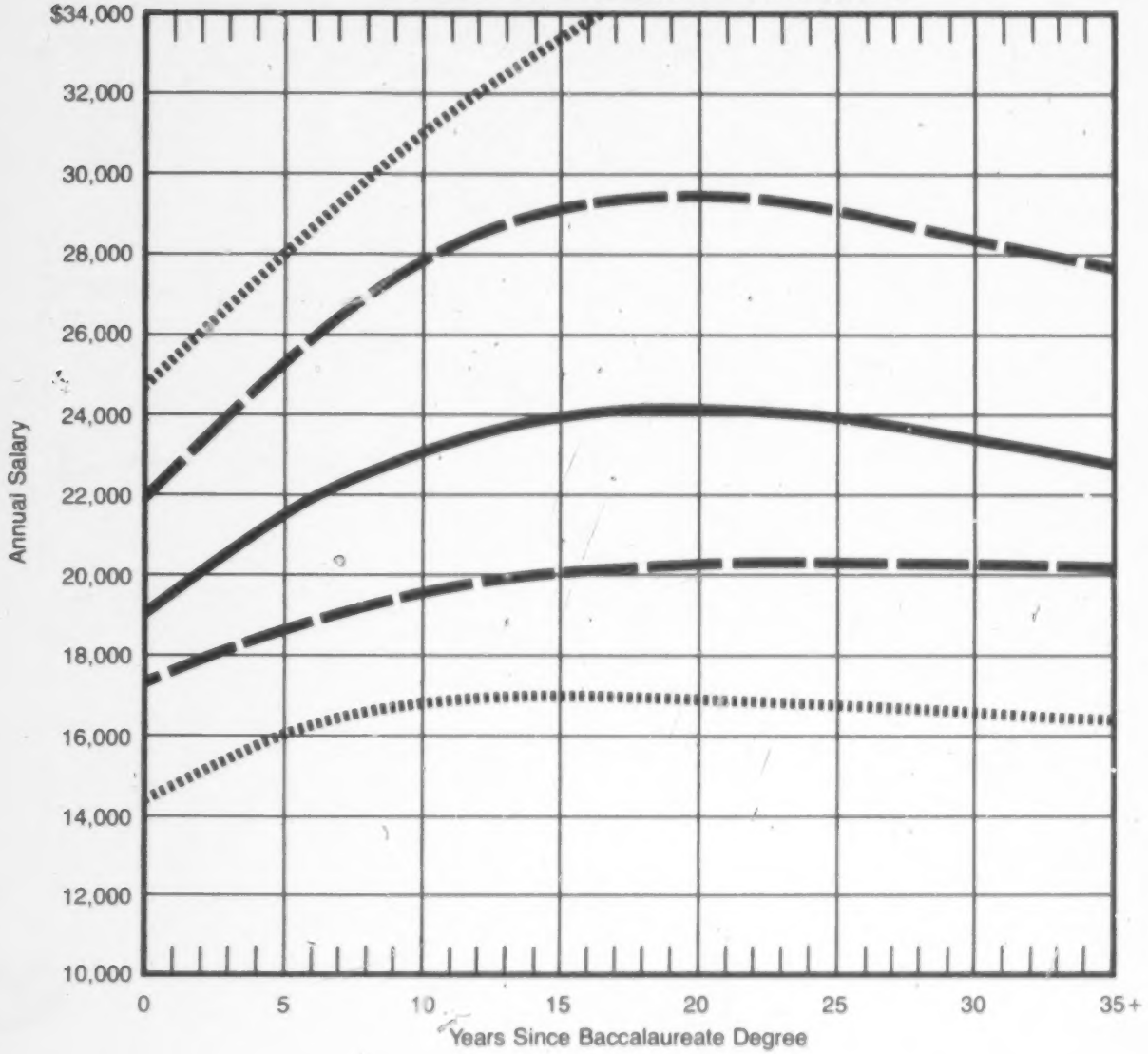
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24650	26300	27550	28450	29100	29550	29800	30000	30050
UPPER QUARTILE	21400	22900	24100	25050	25750	26200	26500	26750	26900
MEDIAN	18750	19950	20950	21750	22350	22750	22950	23050	22850
LOWER QUARTILE	16550	17400	18150	18700	19200	19550	19800	20000	20150
LOWER DECILE	14700	15350	15800	16100	16350	16450	16550	16600	16650
MEAN	19200	20350	21250	21900	22450	22800	23050	23200	23300
TOTAL NUMBER	2014	2055	1587	1563	1347	1281	1076	1813	2250
OVER $44000	0	0	0	0	1	0	0	1	2
UNDER $10000	1	0	2	1	1	1	0	2	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL INDUSTRIES

BACHELOR OF TECHNOLOGY GRADUATES



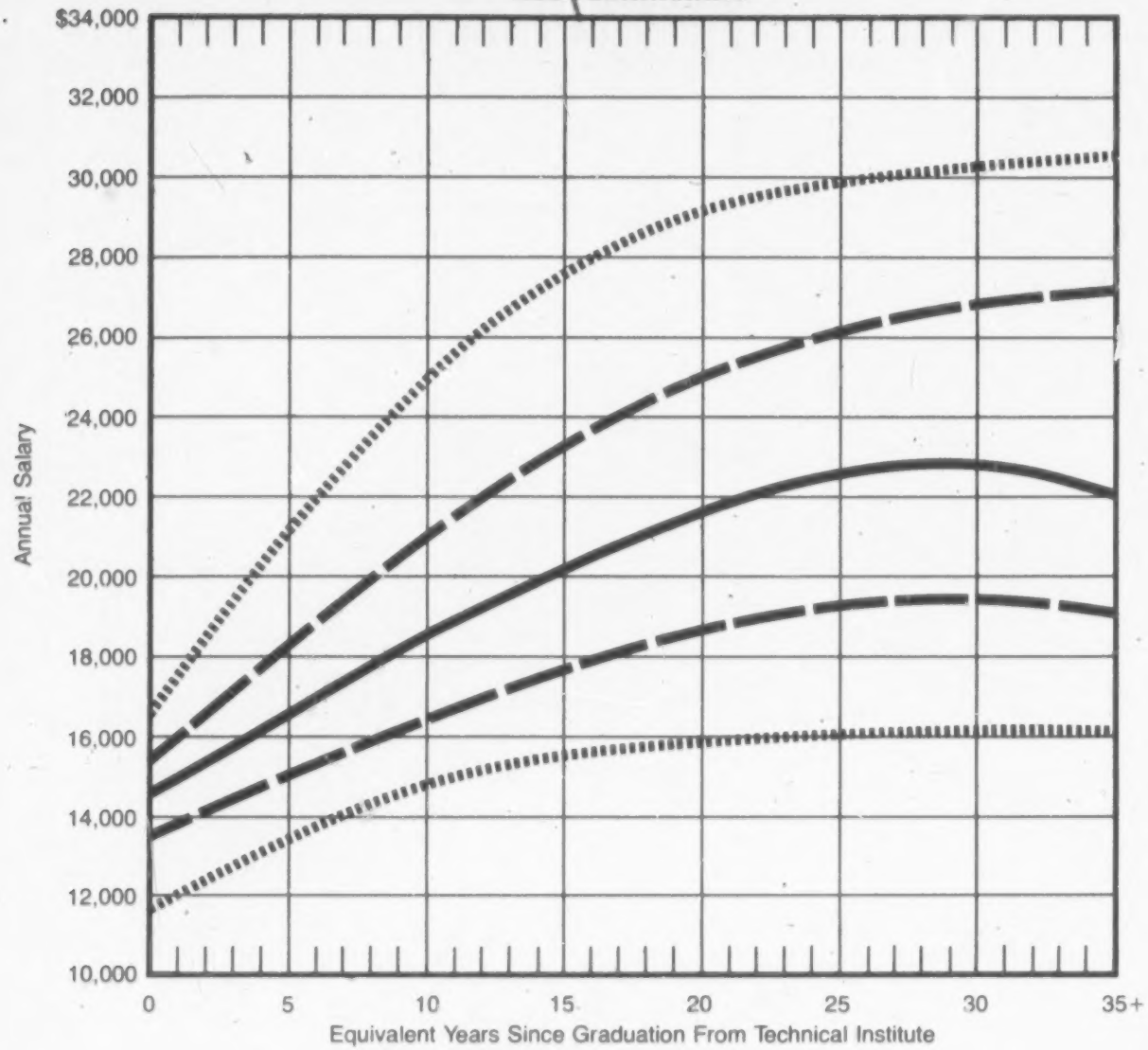
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	24700	25400	26100	26800	27500	28150	28800	29400	30050
UPPER QUARTILE	21800	22600	23300	24050	24700	25350	25950	26500	27050
MEDIAN	19400	19900	20400	20900	21350	21750	22150	22500	22800
LOWER QUARTILE	17350	17700	18050	18350	18600	18850	19050	19250	19400
LOWER DECILE	14450	14850	15200	15550	15850	16100	16300	16500	16650
MEAN	19450	20050	20550	21050	21550	22000	22450	22850	23200
TOTAL NUMBER	31	181	192	204	203	197	150	136	101
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31150	32700	34000	35050	35950	36600	37100	37550	37900
UPPER QUARTILE	27900	28850	29350	29500	29400	29100	28750	28250	27650
MEDIAN	23350	23950	24200	24300	24150	23950	23650	23250	22750
LOWER QUARTILE	19650	19950	20100	20150	20200	20200	20200	20200	20200
LOWER DECILE	16850	17000	17000	16900	16800	16650	16550	16500	16400
MEAN	23850	24600	25050	25300	25350	25350	25250	25050	24850
TOTAL NUMBER	232	152	100	65	48	36	28	47	37
OVER $44000	0	2	2	0	1	1	0	3	2
UNDER $10000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL MANUFACTURING
ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16250	17250	18250	19250	20200	21150	22000	22850	23650
UPPER QUARTILE	15300	15900	16500	17150	17750	18350	18950	19500	20050
MEDIAN	14600	15000	15400	15800	16200	16600	17000	17400	17750
LOWER QUARTILE	13550	13850	14150	14450	14700	15000	15300	15600	15900
LOWER DECILE	11700	12150	12550	12900	13250	13550	13850	14150	14350
MEAN	14400	14950	15500	16000	16500	17000	17500	17950	18400
TOTAL NUMBER	279	502	638	752	718	725	694	715	641
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	13	4	3	0	2	3	1	2	1

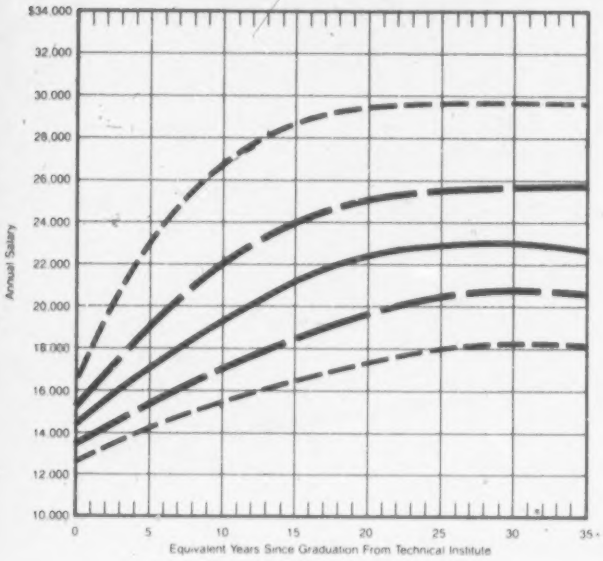
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25050	26750	28000	28900	29500	29900	30150	30300	30350
UPPER QUARTILE	21100	22500	23700	24700	25500	26100	26500	26900	27150
MEDIAN	18550	19650	20600	21450	22100	22500	22750	22700	22000
LOWER QUARTILE	16450	17200	17900	18450	18900	19200	19400	19400	19000
LOWER DECILE	14800	15250	15550	15800	15900	16000	16050	16100	16100
MEAN	19200	20250	21050	21750	22200	22550	22800	23000	23100
TOTAL NUMBER	1537	1521	1121	1150	950	910	761	1116	1170
OVER $44000	0	0	1	0	2	0	0	1	2
UNDER $10000	0	0	1	0	1	1	0	2	3

LEGEND

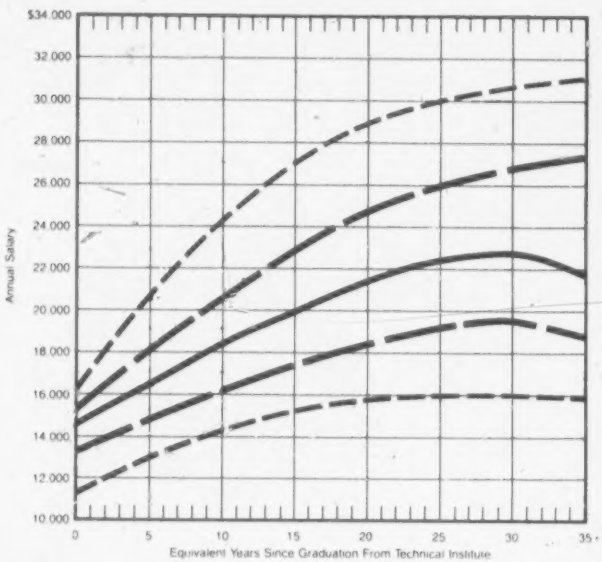
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL MANUFACTURING

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15650	17300	18850	20350	21700	22950	24050	25000	25800
UPPER QUARTILE	15100	16000	16850	17700	18500	19250	19950	20600	21250
MEDIAN	14700	15200	15700	16150	16650	17150	17650	18100	18550
LOWER QUARTILE	13850	14200	14500	14850	15150	15500	15800	16100	16450
LOWER DECILE	12600	12900	13200	13450	13750	14050	14300	14600	14850
MEAN	14650	15350	16000	16650	17250	17850	18400	18900	19400
TOTAL NUMBER	31	172	184	187	170	145	169	142	140
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	0	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27100	28300	29000	29400	29550	29650	29700	29700	29700
UPPER QUARTILE	22300	23550	24400	25000	25400	25600	25750	25850	25850
MEDIAN	19400	20550	21500	22200	22700	23000	23100	23050	22800
LOWER QUARTILE	17050	17950	18750	19400	20000	20400	20700	20800	20550
LOWER DECILE	15400	16100	16700	17250	17650	17900	18100	18200	18100
MEAN	20250	21350	22100	22700	23100	23350	23500	23600	23650
TOTAL NUMBER	311	243	164	151	124	102	94	102	115
OVER $44000	0	0	1	0	1	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16100	17000	17950	18850	19750	20600	21450	22300	23050
UPPER QUARTILE	15250	15800	16400	16950	17550	18100	18700	19250	19750
MEDIAN	14500	14900	15300	15650	16050	16450	16850	17250	17600
LOWER QUARTILE	13400	13700	14000	14300	14600	14900	15200	15450	15750
LOWER DECILE	11500	11950	12350	12700	13050	13400	13700	13950	14200
MEAN	14300	14800	15300	15800	16300	16750	17200	17650	18100
TOTAL NUMBER	247	329	453	564	547	579	525	572	500
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	12	4	2	0	2	3	1	2	0

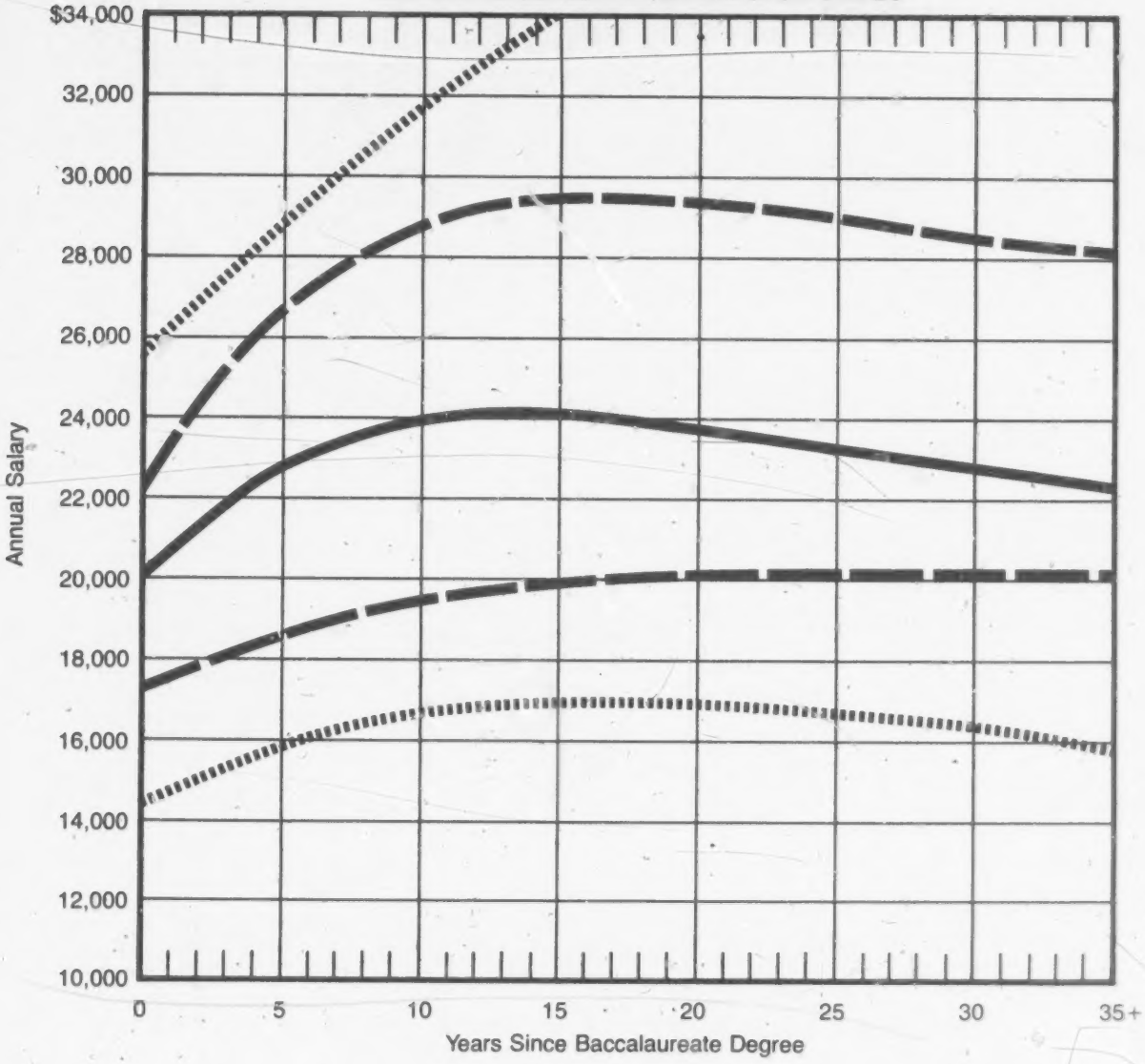
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24450	26250	27650	28700	29450	29950	30250	30500	30600
UPPER QUARTILE	20800	22250	23500	24550	25400	26100	26600	27050	27400
MEDIAN	18400	19450	20450	21250	21900	22350	22600	22600	21950
LOWER QUARTILE	16300	17050	17750	18300	18750	19050	19200	19200	18800
LOWER DECILE	14600	15050	15400	15600	15750	15800	15850	15900	15900
MEAN	18900	20000	20900	21600	22100	22500	22700	22900	23050
TOTAL NUMBER	1226	1277	957	999	825	807	667	1013	1054
OVER $44000	0	0	0	0	1	0	0	1	2
UNDER $10000	0	0	1	0	1	1	0	2	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL MANUFACTURING

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	25500	26200	26900	27550	28250	28900	29500	30100	30650
UPPER QUARTILE	22400	23400	24300	25150	25950	26650	27250	27750	28200
MEDIAN	19850	20550	21250	21850	22350	22850	23200	23500	23750
LOWER QUARTILE	17250	17600	17900	18150	18400	18650	18850	19050	19200
LOWER DECILE	14550	14850	15150	15450	15700	15950	16150	16350	16500
MEAN	19600	20350	21050	21650	22200	22700	23100	23500	23800
TOTAL NUMBER	26	99	104	96	99	97	73	82	53
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	0	0	0	0	0	0	0

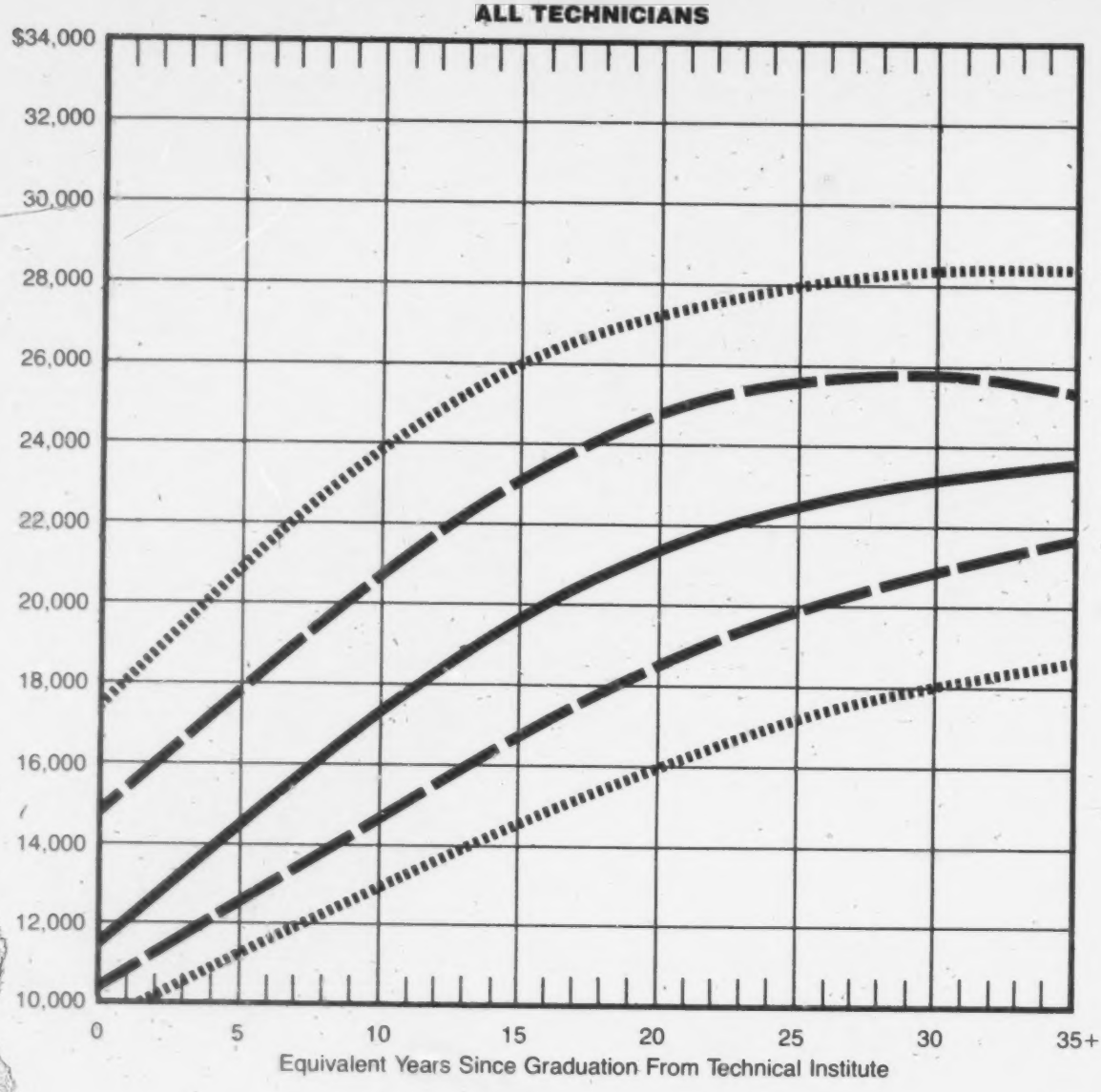
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31750	33200	34400	35400	36200	36800	37300	37700	38000
UPPER QUARTILE	28850	29300	29400	29250	29050	28800	28600	28400	28300
MEDIAN	24050	24150	24000	23700	23350	23050	22800	22600	22400
LOWER QUARTILE	19450	19700	19900	20000	20050	20050	20050	20050	20050
LOWER DECILE	16750	17000	17050	17000	16850	16650	16450	16150	15850
MEAN	24250	24750	24950	25100	25150	25150	25150	25150	25150
TOTAL NUMBER	132	96	65	47	34	28	20	34	23
OVER $44000	0	1	2	0	1	1	0	3	2
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

AEROSPACE

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17350	18100	18850	19550	20250	20900	21600	22200	22800
UPPER QUARTILE	14700	15350	15950	16550	17200	17800	18450	19050	19650
MEDIAN	11400	12050	12650	13300	13900	14550	15150	15750	16300
LOWER QUARTILE	10400	10800	11200	11650	12050	12500	12950	13400	13800
LOWER DECILE	9850	10300	10400	10700	11050	11350	11650	12000	12300
MEAN	12500	13100	13650	14250	14800	15400	15950	16450	17000
TOTAL NUMBER	18	21	11	20	22	24	22	19	17
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	4	2	1	0	1	0	0	0	0

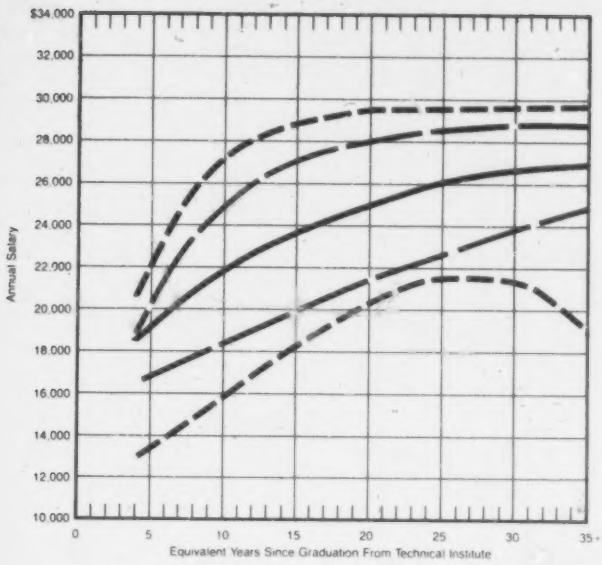
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23900	25250	26350	27100	27600	27950	28150	28300	28400
UPPER QUARTILE	20800	22400	23650	24650	25300	25700	25850	25850	25550
MEDIAN	17450	18900	20150	21150	21900	22500	22850	23200	23350
LOWER QUARTILE	14700	15950	17150	18250	19150	19950	20550	21150	21700
LOWER DECILE	12950	13900	14850	15700	16500	17150	17700	18200	18450
MEAN	18000	19300	20450	21350	22050	22550	22950	23250	23450
TOTAL NUMBER	43	36	20	27	39	26	25	41	59
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	1	0	0	0	0

LEGEND

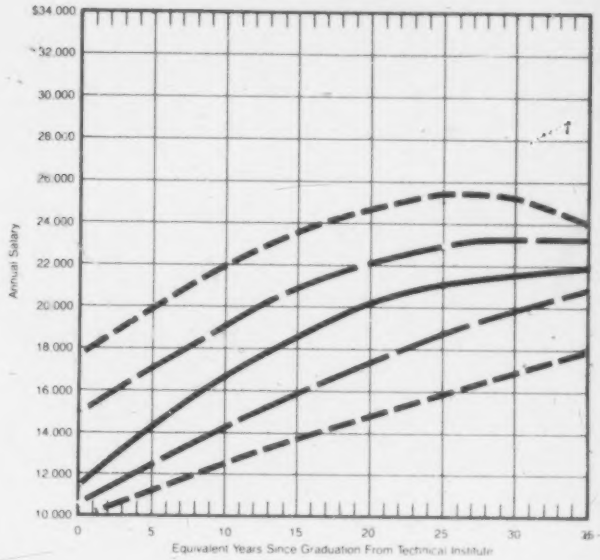
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

AEROSPACE

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	20050	0	23150	0	0
UPPER QUARTILE	0	0	0	0	18550	0	21100	0	0
MEDIAN	0	0	0	0	18150	0	19300	0	0
LOWER QUARTILE	0	0	0	0	16350	0	16950	0	0
LOWER DECILE	0	0	0	0	13100	0	14000	0	0
MEAN	0	0	0	0	17550	0	18900	0	0
TOTAL NUMBER	0	0	1	1	5	1	5	3	2
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27050	28450	29100	29450	29600	29650	29700	29700	29700
UPPER QUARTILE	24800	26450	27350	27900	28200	28350	28400	28450	28450
MEDIAN	21400	22750	23850	24750	25450	26000	26400	26700	26900
LOWER QUARTILE	18150	19100	20050	20950	21800	22600	23300	24050	24800
LOWER DECILE	15900	17350	18750	20000	20950	21550	21700	21250	18800
MEAN	21300	22700	23800	24650	25250	25650	25950	26150	26250
TOTAL NUMBER	12	12	8	5	14	8	10	22	17
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17850	18300	18700	19150	19600	20000	20450	20850	21250
UPPER QUARTILE	14850	15350	15800	16300	16750	17200	17650	18050	18500
MEDIAN	11350	11900	12450	13000	13550	14100	14650	15200	15700
LOWER QUARTILE	10450	10800	11150	11500	11850	12200	12600	12950	13300
LOWER DECILE	9950	10200	10400	10650	10900	11100	11350	11600	11950
MEAN	12600	13050	13500	13950	14400	14850	15250	15700	16100
TOTAL NUMBER	18	21	10	19	17	23	17	16	15
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	4	2	1	0	1	0	0	0	0

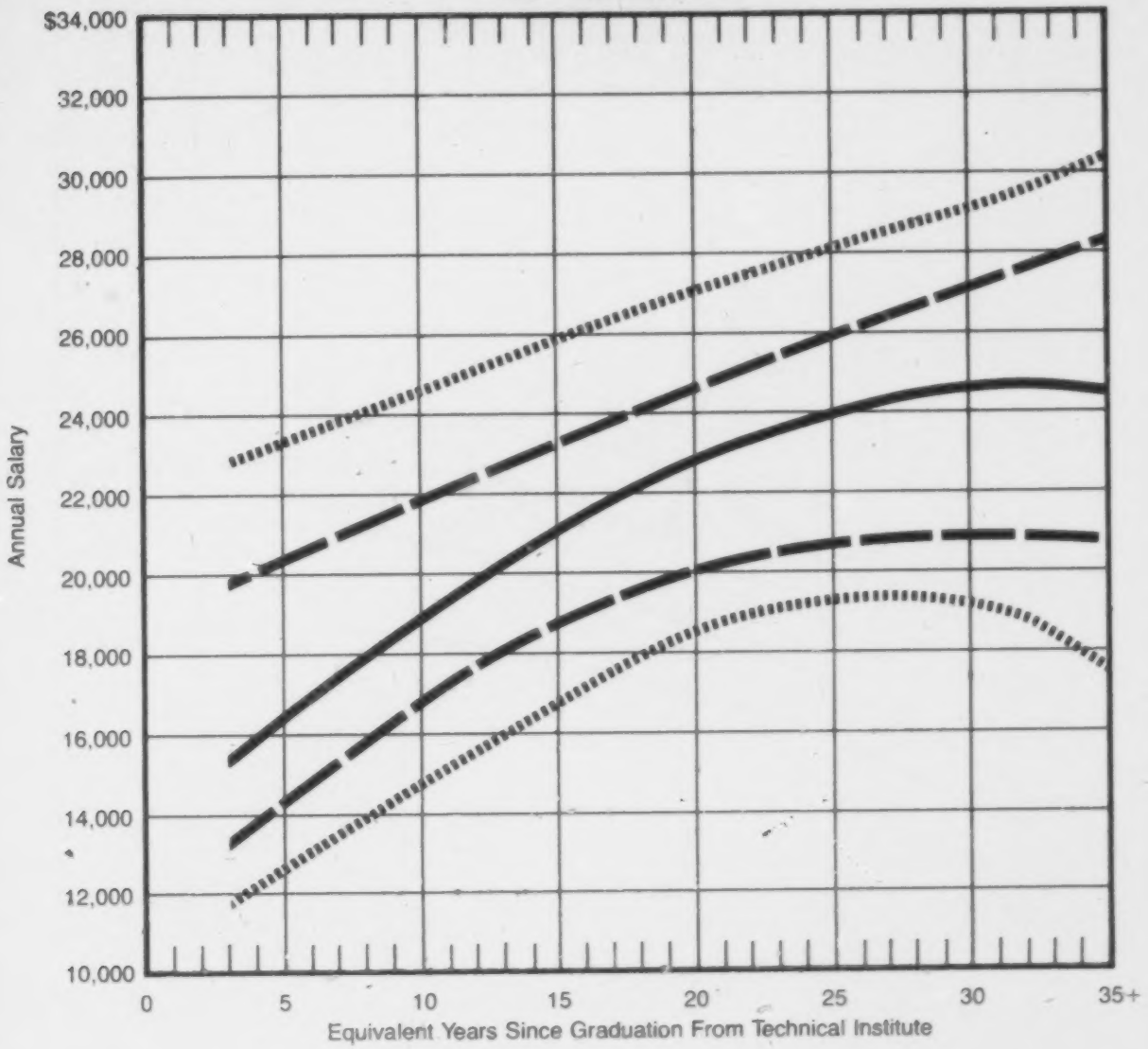
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22000	23000	23850	24500	24900	25100	25050	24800	23950
UPPER QUARTILE	19250	20250	21100	21800	22300	22700	23000	23250	23400
MEDIAN	16650	17950	19050	19950	20600	21100	21500	21800	22000
LOWER QUARTILE	14050	15150	16150	17150	18000	18750	19350	20000	20650
LOWER DECILE	12350	13050	13800	14550	15200	15900	16500	17200	18150
MEAN	16900	17950	18900	19650	20300	20800	21150	21500	21800
TOTAL NUMBER	31	24	12	22	25	18	15	19	42
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	1	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CHEMICALS

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	22750	23000	23250	23550	23800	24050
UPPER QUARTILE	0	0	0	19850	20100	20400	20700	20950	21250
MEDIAN	0	0	0	15600	16100	16600	17050	17550	18050
LOWER QUARTILE	0	0	0	13200	13750	14300	14850	15400	15950
LOWER DECILE	0	0	0	11750	12150	12600	13050	13500	13950
MEAN	0	0	0	16550	16950	17350	17750	18150	18550
TOTAL NUMBER	2	1	1	15	13	9	10	8	11
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	0	0	0	0

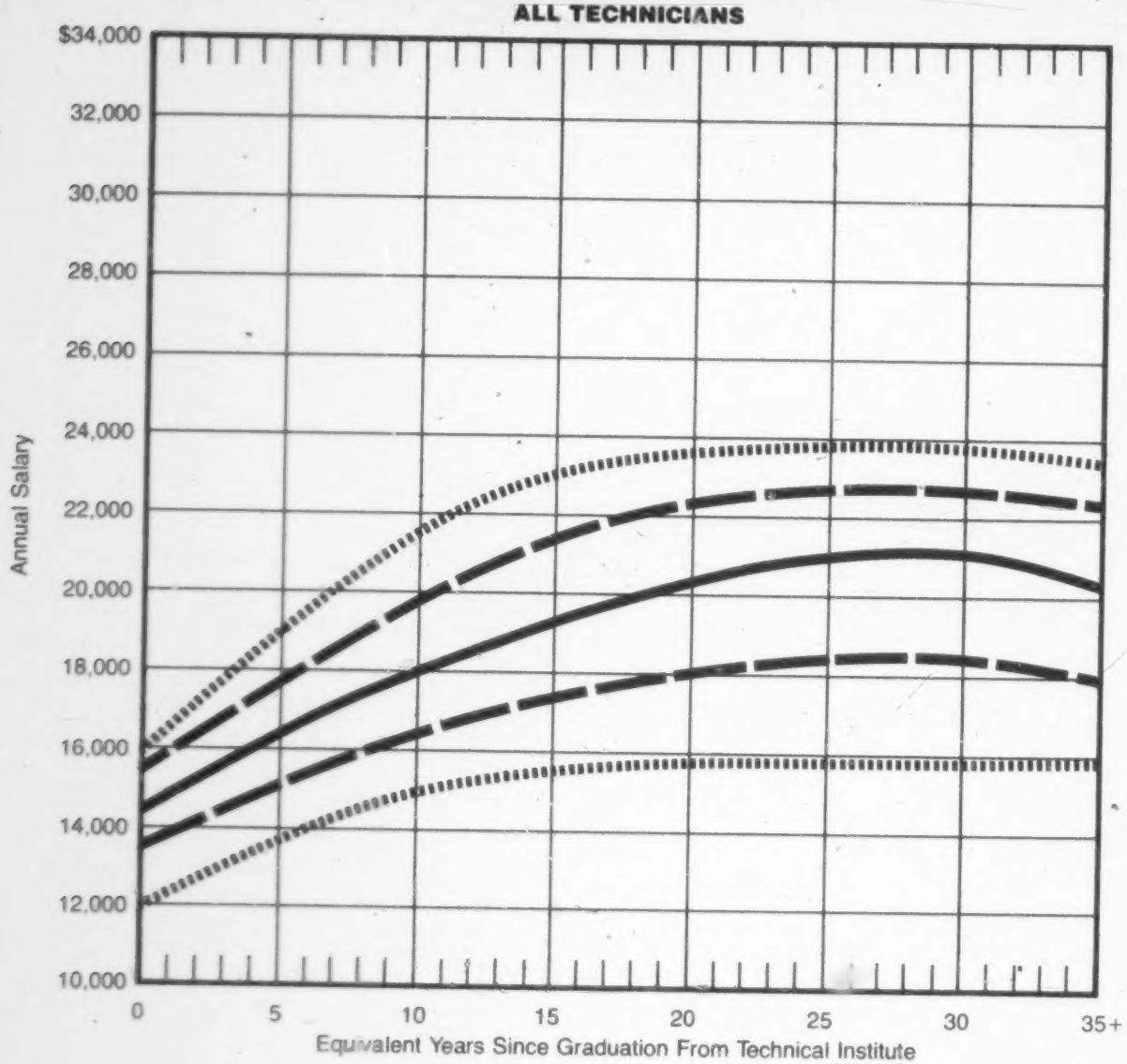
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24550	25350	26100	26850	27550	28200	28800	29550	30550
UPPER QUARTILE	21800	22650	23500	24300	25100	25800	26500	27250	28250
MEDIAN	19000	20350	21550	22600	23400	24000	24400	24650	24550
LOWER QUARTILE	16900	18200	19200	19900	20400	20650	20750	20800	20750
LOWER DECILE	14800	16100	17300	18300	19000	19350	19400	18950	17450
MEAN	19300	20450	21500	22450	23200	23800	24150	24400	24050
TOTAL NUMBER	25	24	11	19	17	19	14	24	45
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRIC AND ELECTRONIC EQUIPMENT

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15900	16600	17250	17900	18500	19100	19650	20150	20650
UPPER QUARTILE	15300	15800	16300	16750	17250	17700	18150	18600	19050
MEDIAN	14600	15000	15350	15700	16050	16400	16750	17100	17400
LOWER QUARTILE	13650	13900	14200	14500	14750	15050	15300	15600	15850
LOWER DECILE	11900	12400	12800	13200	13550	13850	14150	14400	14600
MEAN	14400	14850	15250	15650	16000	16400	16750	17150	17450
TOTAL NUMBER	230	356	446	519	496	512	470	455	412
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	8	2	1	0	1	3	1	1	0

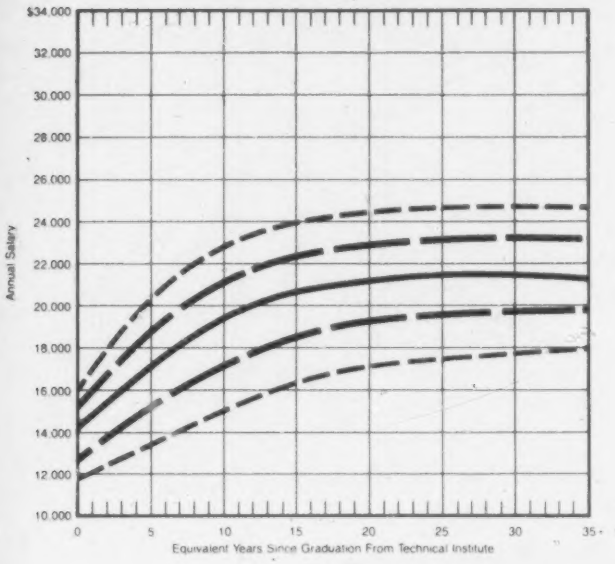
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21500	22450	23100	23450	23650	23700	23700	23650	23600
UPPER QUARTILE	19850	20900	21700	22300	22650	22800	22800	22650	22300
MEDIAN	18050	18950	19700	20300	20700	21000	21100	21000	20500
LOWER QUARTILE	16300	16950	17500	17900	18200	18350	18400	18300	17900
LOWER DECILE	14950	15300	15550	15700	15800	15850	15850	15850	15850
MEAN	18100	18900	19550	20000	20300	20400	20450	20350	20100
TOTAL NUMBER	920	897	625	632	527	472	385	496	537
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

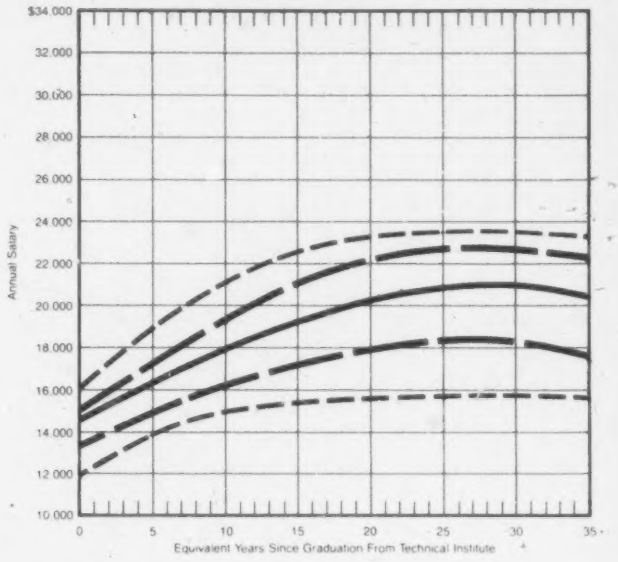
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRIC AND ELECTRONIC EQUIPMENT

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15450	16700	17800	18800	19700	20500	21150	21750	22250
UPPER QUARTILE	14700	15700	16600	17500	18250	18950	19600	20150	20600
MEDIAN	14050	14700	15350	16000	16600	17200	17700	18200	18650
LOWER QUARTILE	12850	13350	13850	14400	14850	15350	15800	16200	16600
LOWER DECILE	12000	12350	12750	13100	13450	13750	14100	14400	14700
MEAN	13900	14650	15350	16000	16600	17150	17700	18150	18600
TOTAL NUMBER	26	72	57	78	62	69	69	43	52
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23000	23700	24050	24250	24350	24400	24450	24450	24450
UPPER QUARTILE	21350	22150	22600	22850	23000	23050	23100	23100	23100
MEDIAN	19450	20350	20950	21300	21500	21600	21600	21650	21650
LOWER QUARTILE	17300	18200	19850	19300	19550	19750	19850	19900	19950
LOWER DECILE	15250	15950	16500	17000	17350	17600	17800	17950	18000
MEAN	19300	20100	20650	21000	21200	21350	21400	21450	21450
TOTAL NUMBER	92	84	48	45	31	28	31	35	39
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15950	16550	17150	17700	18300	18850	19350	19850	20350
UPPER QUARTILE	15350	15800	16250	16700	17150	17600	18050	18450	18850
MEDIAN	14650	15000	15350	15650	16000	16350	16650	17000	17300
LOWER QUARTILE	13750	14000	14250	14500	14750	15050	15300	15500	15750
LOWER DECILE	11900	12400	12850	13250	13600	13900	14150	14400	14600
MEAN	14450	14850	15200	15600	15950	16300	16650	17000	17350
TOTAL NUMBER	203	283	388	440	433	442	401	411	359
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	8	2	1	0	1	3	1	1	0

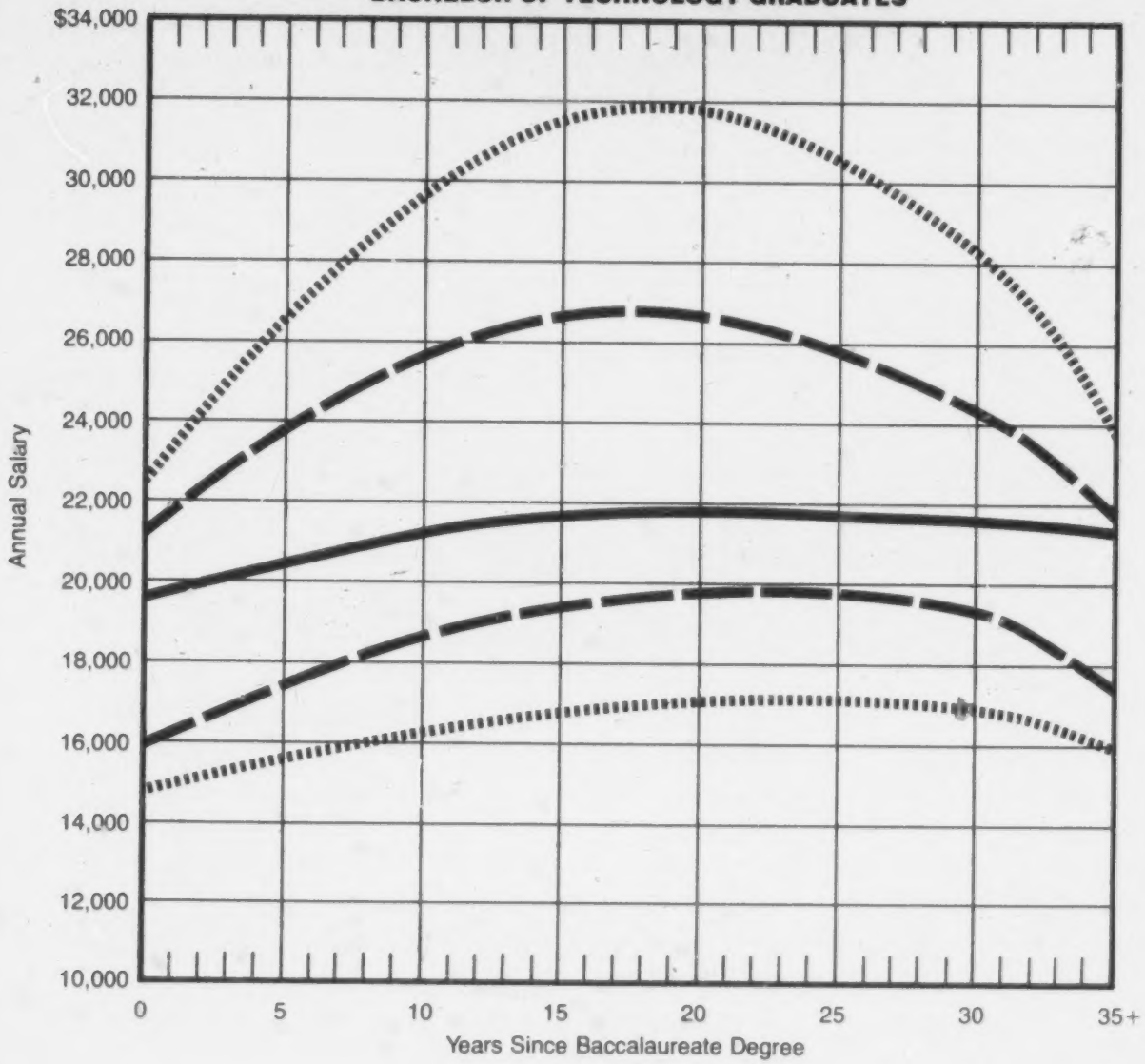
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21200	22250	23000	23450	23700	23750	23750	23600	23400
UPPER QUARTILE	19650	20700	21550	22200	22600	22800	22850	22700	22150
MEDIAN	17950	18800	19550	20200	20650	20950	21050	21000	20400
LOWER QUARTILE	16200	16850	17400	17850	18150	18350	18400	18250	17600
LOWER DECILE	14950	15300	15500	15600	15700	15750	15750	15750	15750
MEAN	17950	18750	19400	19900	20250	20400	20400	20300	19900
TOTAL NUMBER	828	812	577	587	495	443	354	460	497
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRIC AND ELECTRONIC EQUIPMENT

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	23250	24050	24850	25650	26450	27150	27900	28550
UPPER QUARTILE	21150	21700	22250	22750	23250	23750	24200	24650	25000
MEDIAN	19600	19850	20050	20200	20400	20550	20700	20850	21000
LOWER QUARTILE	16000	16250	16550	16800	17100	17350	17600	17800	18050
LOWER DECILE	14750	14900	15100	15250	15400	15600	15750	15900	16050
MEAN	18950	19300	19700	20050	20400	20750	21100	21400	21700
TOTAL NUMBER	16	46	41	55	51	49	45	43	27
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

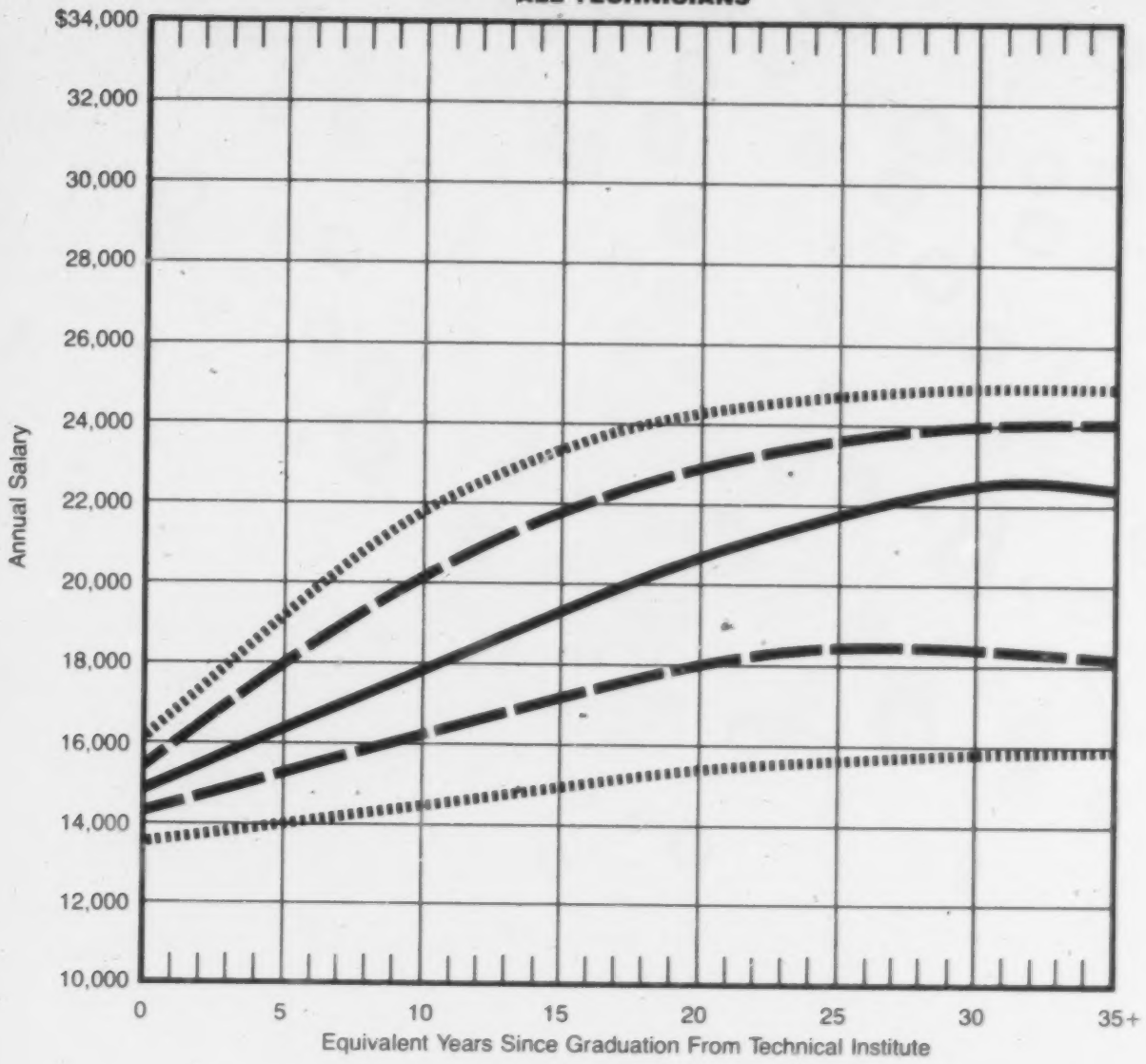
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29750	31150	31850	31950	31400	30400	29100	27050	23750
UPPER QUARTILE	25700	26400	26750	26700	26350	25700	24850	23600	21450
MEDIAN	21200	21450	21600	21650	21700	21650	21650	21550	21450
LOWER QUARTILE	18500	19050	19450	19700	19800	19700	19450	18850	17350
LOWER DECILE	16300	16650	16900	17050	17150	17150	17000	16700	15850
MEAN	22300	23000	23500	23800	23800	23600	23150	22200	19900
TOTAL NUMBER	74	50	33	26	20	19	14	21	10
OVER $44000	0	0	2	0	0	1	0	1	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MECHANICAL INDUSTRIES

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16050	16750	17400	18050	18700	19300	19900	20450	20950
UPPER QUARTILE	15350	15900	16400	16900	17400	17900	18350	18850	19300
MEDIAN	14900	15200	15500	15800	16100	16400	16700	17000	17350
LOWER QUARTILE	14250	14500	14700	14900	15150	15350	15550	15750	15950
LOWER DECILE	13450	13550	13700	13800	13900	14000	14150	14250	14350
MEAN	15000	15300	15600	15900	16200	16550	16850	17150	17450
TOTAL NUMBER	5	70	93	64	52	43	57	59	49
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	1

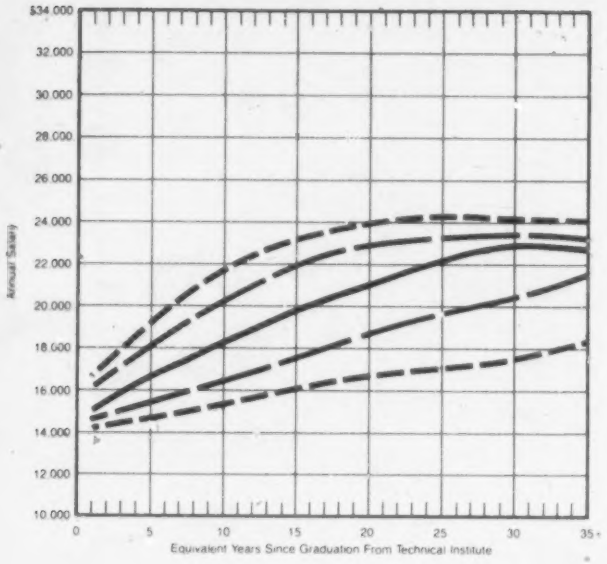
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21850	22900	23650	24200	24500	24750	24850	24950	25000
UPPER QUARTILE	20100	21200	22100	22750	23300	23650	23850	24050	24150
MEDIAN	17950	18850	19700	20500	21200	21800	22250	22600	22500
LOWER QUARTILE	16350	16950	17450	17850	18200	18450	18600	18600	18200
LOWER DECILE	14550	14850	15100	15300	15500	15700	15800	15900	15900
MEAN	18000	18800	19550	20200	20700	21100	21350	21500	21300
TOTAL NUMBER	119	87	76	85	55	54	43	47	75
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

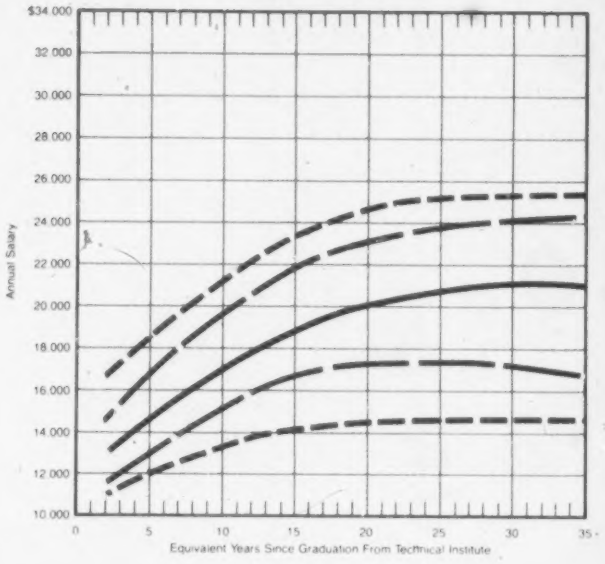
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MECHANICAL INDUSTRIES

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	16650	17400	18100	18800	19450	20050	20600	21100
UPPER QUARTILE	0	16050	16550	17050	17550	18000	18500	18950	19400
MEDIAN	0	15300	15650	15950	16250	16550	16900	17200	17500
LOWER QUARTILE	0	14850	15050	15200	15400	15600	15800	15950	16150
LOWER DECILE	0	14350	14450	14550	14700	14800	14950	15050	15150
MEAN	0	15600	15900	16200	16500	16800	17100	17400	17700
TOTAL NUMBER	4	66	82	57	43	32	47	43	38
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22000	23000	23600	23950	24100	24150	24150	24100	24050
UPPER QUARTILE	20200	21300	22200	22800	23250	23500	23600	23600	23400
MEDIAN	18150	19100	20000	20800	21550	22150	22650	23050	22900
LOWER QUARTILE	16550	17150	17700	18300	18900	19500	20050	20800	21950
LOWER DECILE	15400	15750	16100	16450	16800	17150	17500	17900	18600
MEAN	18250	19100	19850	20550	21100	21600	21950	22200	22250
TOTAL NUMBER	86	53	41	53	31	32	29	20	23
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

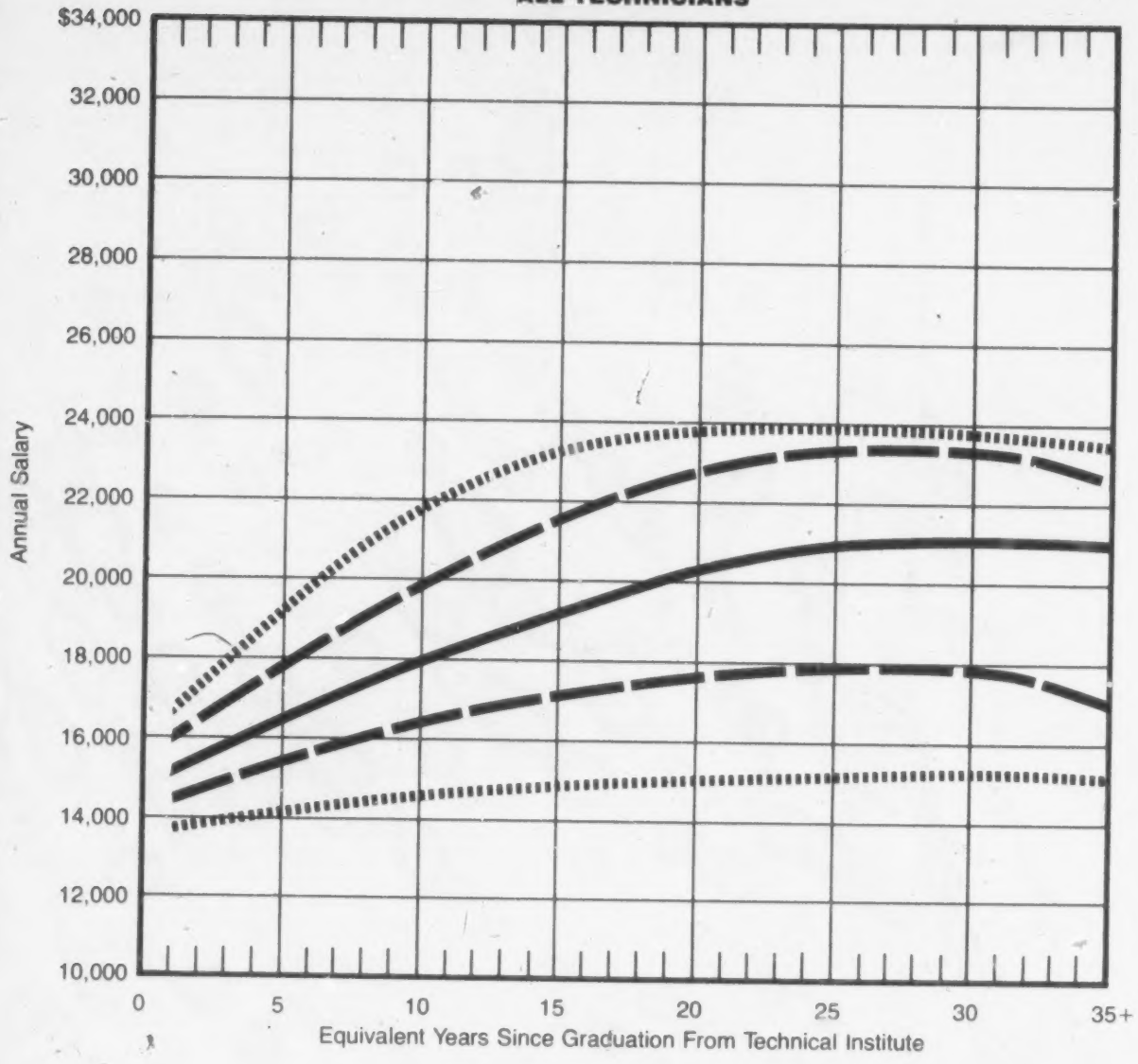
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	16450	17150	17800	18450	19100	19700	20300
UPPER QUARTILE	0	0	14400	15150	15850	16500	17200	17800	18450
MEDIAN	0	0	12650	13350	14000	14600	15200	15800	16350
LOWER QUARTILE	0	0	11350	11850	12350	12850	13300	13800	14250
LOWER DECILE	0	0	10800	11250	11700	12100	12450	12750	13000
MEAN	0	0	13050	13700	14300	14900	15450	16000	16500
TOTAL NUMBER	1	3	10	6	9	10	10	16	10
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21350	22700	23700	24450	24900	25200	25400	25500	25550
UPPER QUARTILE	19550	20950	22050	22850	23400	23800	24050	24250	24350
MEDIAN	17300	18500	19350	20000	20450	20700	20900	21000	21050
LOWER QUARTILE	15050	16150	16900	17400	17650	17650	17500	17250	16850
LOWER DECILE	13450	13900	14150	14300	14350	14400	14450	14450	14450
MEAN	17400	18450	19250	19800	20150	20400	20550	20650	20700
TOTAL NUMBER	33	33	34	32	24	22	14	26	51
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL TECHNICIANS



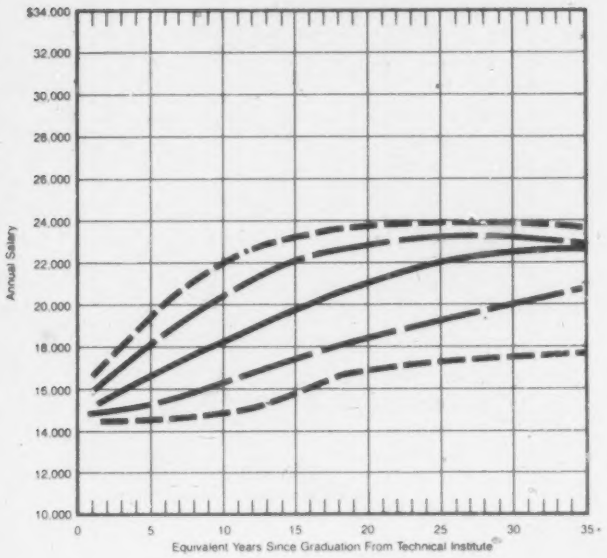
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	16600	17250	17950	18600	19200	19800	20350	20850
UPPER QUARTILE	0	16000	16450	16900	17350	17800	18200	18650	19050
MEDIAN	0	15150	15450	15800	16100	16400	16700	17000	17350
LOWER QUARTILE	0	14550	14750	14950	15200	15400	15600	15800	15950
LOWER DECILE	0	13700	13800	13900	14000	14050	14150	14250	14300
MEAN	0	15350	15600	15900	16200	16500	16800	17050	17350
TOTAL NUMBER	4	69	87	58	49	40	55	51	42
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21750	22750	23400	23750	23850	23850	23750	23600	23450
UPPER QUARTILE	19850	20950	21850	22550	23000	23300	23350	23200	22550
MEDIAN	17900	18750	19500	20150	20650	21000	21150	21050	20050
LOWER QUARTILE	16350	16800	17250	17550	17750	17900	17900	17700	16950
LOWER DECILE	14450	14650	14850	15000	15100	15200	15250	15250	15100
MEAN	17900	18650	19300	19850	20250	20500	20550	20350	19300
TOTAL NUMBER	95	71	62	69	37	37	32	30	43
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

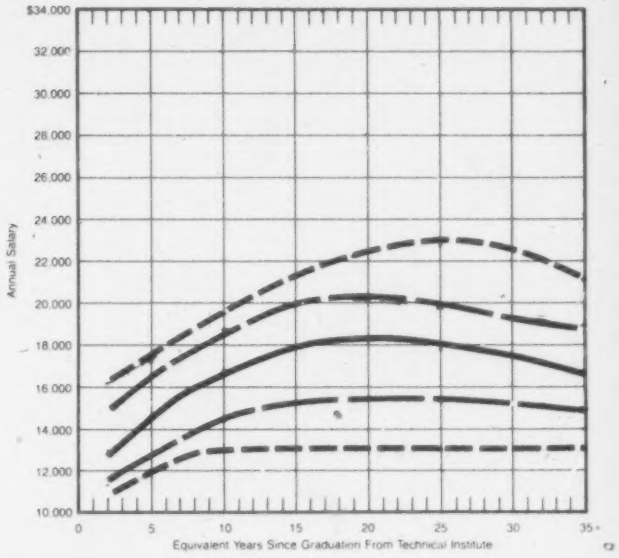
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	16450	17200	17950	18700	19400	20000	20600	21150
UPPER QUARTILE	0	15900	16450	16950	17450	18000	18450	18950	19400
MEDIAN	0	15300	15600	15950	16250	16550	16850	17150	17500
LOWER QUARTILE	0	14900	15100	15250	15450	15650	15800	16000	16200
LOWER DECILE	0	15000	14800	14650	14600	14600	14650	14700	14850
MEAN	0	15550	15850	16200	16500	16800	17100	17400	17700
TOTAL NUMBER	3	66	78	52	40	31	47	39	36
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22050	23000	23550	23850	23900	23900	23800	23750	23650
UPPER QUARTILE	20250	21350	22250	22850	23250	23400	23450	23350	23100
MEDIAN	18100	19000	19900	20700	21450	22050	22550	22950	22850
LOWER QUARTILE	16550	17150	17700	18250	18750	19250	19750	20300	21100
LOWER DECILE	15100	15650	16200	16700	17100	17400	17600	17750	17800
MEAN	18250	19100	19850	20450	21000	21400	21650	21800	21600
TOTAL NUMBER	76	51	38	50	30	30	28	18	20
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	16350	16800	17250	17650	18100	18550	18950
UPPER QUARTILE	0	0	14800	15400	16000	16600	17150	17600	18050
MEDIAN	0	0	13000	13550	14100	14650	15150	15650	16100
LOWER QUARTILE	0	0	11350	11850	12350	12800	13200	13600	13950
LOWER DECILE	0	0	10700	11200	11650	12000	12350	12600	12800
MEAN	0	0	13150	13650	14150	14600	15100	15500	15900
TOTAL NUMBER	1	2	8	5	9	8	8	12	5
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

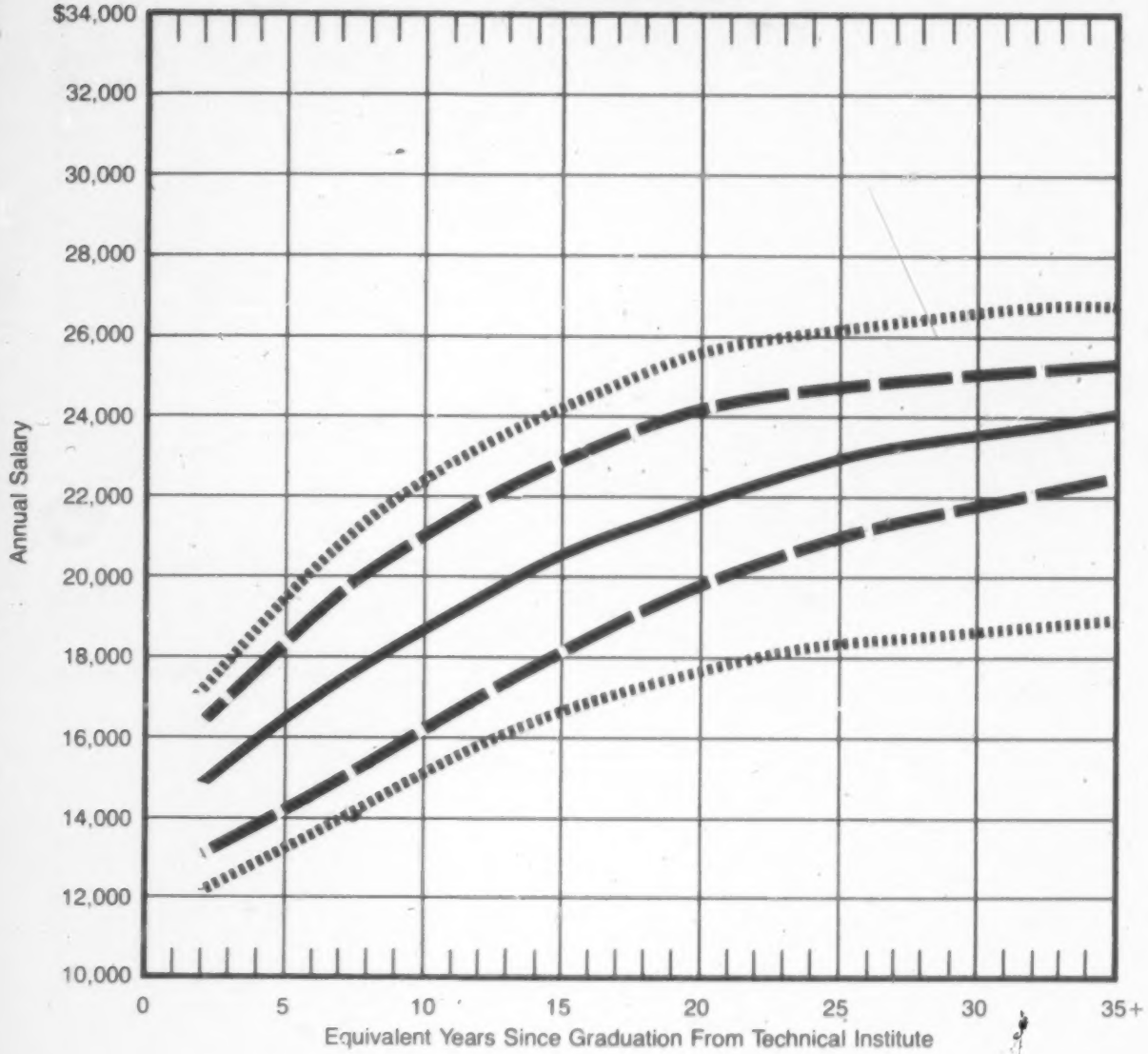
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	19750	20800	21650	22250	22600	22700	0	22100	20900
UPPER QUARTILE	18800	19600	19950	20100	20000	19850	0	19450	19250
MEDIAN	16850	17650	18100	18200	18100	17800	0	17100	16600
LOWER QUARTILE	14550	15200	15550	15750	15750	15700	0	15550	15450
LOWER DECILE	13050	13200	13150	13100	13000	12950	0	12850	12850
MEAN	16600	17350	17800	18000	17950	17800	0	17250	16850
TOTAL NUMBER	19	19	23	19	7	7	4	11	22
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

MACHINERY

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	17050	17750	0	0	0	20500	21100
UPPER QUARTILE	0	0	16650	17250	0	0	0	19550	20050
MEDIAN	0	0	14800	15300	0	0	0	17250	17700
LOWER QUARTILE	0	0	13000	13450	0	0	0	15150	15550
LOWER DECILE	0	0	12200	12600	0	0	0	14150	14500
MEAN	0	0	14850	15350	0	0	0	17300	17750
TOTAL NUMBER	1	1	6	6	3	3	2	8	7
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

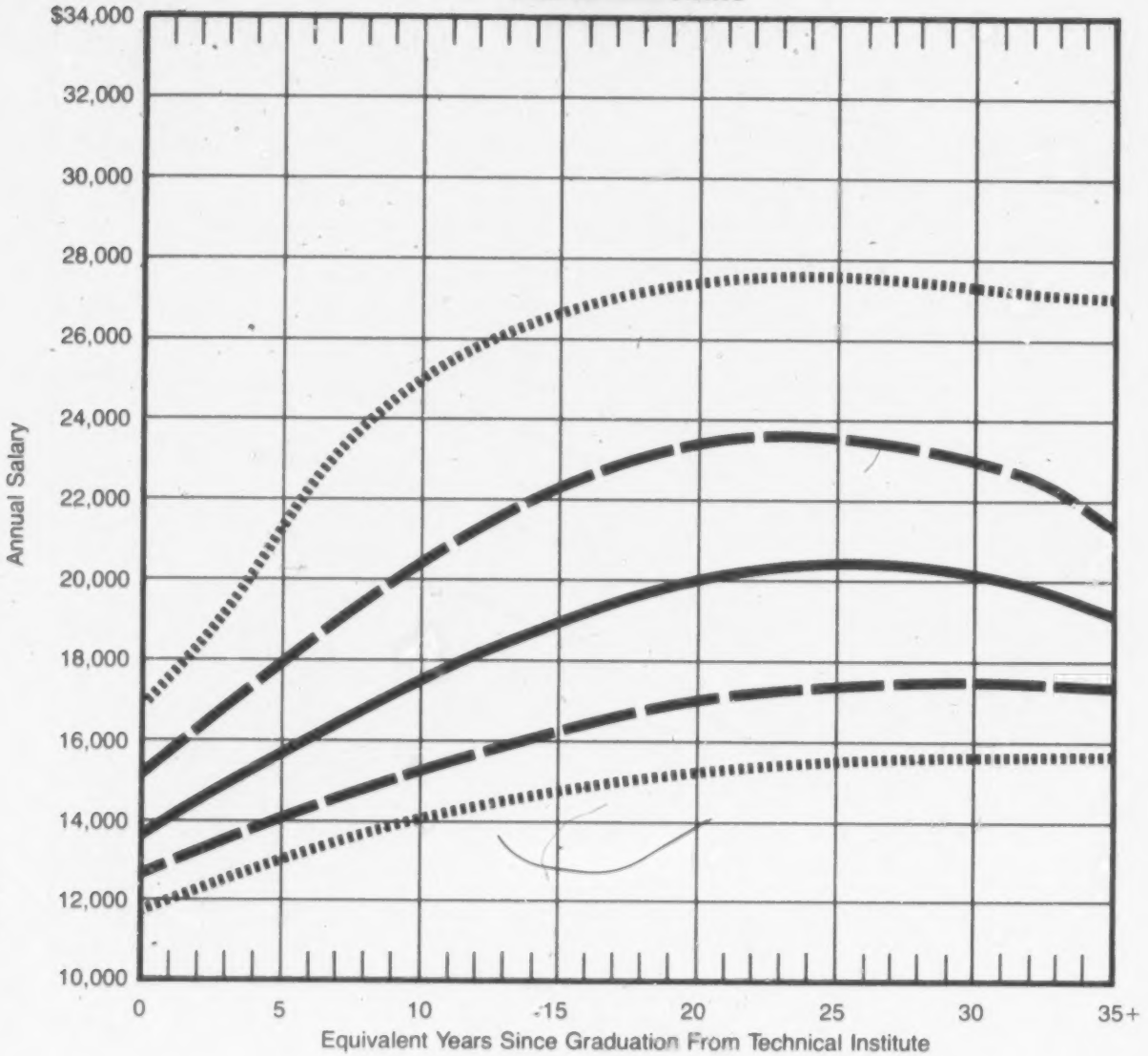
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22200	23550	24600	25350	25850	26200	26450	26600	26700
UPPER QUARTILE	21000	22200	23150	23850	24400	24750	25000	25200	25300
MEDIAN	18600	19800	20850	21750	22450	23000	23400	23800	24100
LOWER QUARTILE	16350	17500	18550	19500	20300	20950	21500	22000	22500
LOWER DECILE	15150	16050	16800	17450	17900	18300	18550	18800	18950
MEAN	18650	19800	20800	21600	22250	22700	23050	23400	23600
TOTAL NUMBER	24	16	14	16	18	17	11	17	32
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

METAL INDUSTRIES

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17050	17950	18850	19750	20650	21450	22250	22950	23650
UPPER QUARTILE	15100	15650	16250	16800	17350	17900	18450	18950	19500
MEDIAN	13650	14050	14450	14850	15250	15650	16050	16450	16800
LOWER QUARTILE	12600	12900	13200	13500	13800	14100	14350	14650	14900
LOWER DECILE	11700	11950	12200	12500	12750	13000	13200	13450	13650
MEAN	14100	14600	15050	15550	16000	16450	16900	17300	17700
TOTAL NUMBER	14	17	34	39	25	28	30	34	38
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

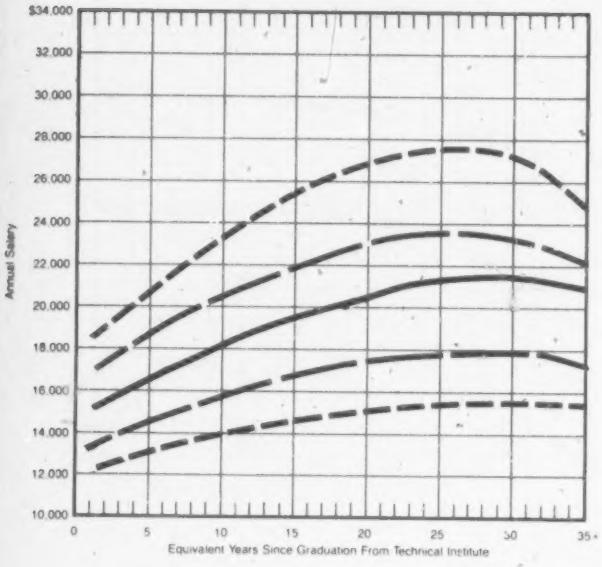
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24800	26150	26950	27350	27500	27500	27450	27300	27200
UPPER QUARTILE	20450	21700	22700	23300	23600	23550	23300	22700	21550
MEDIAN	17500	18450	19250	19800	20150	20300	20250	19950	19250
LOWER QUARTILE	15350	15950	16450	16850	17100	17300	17400	17450	17500
LOWER DECILE	14000	14500	14850	15150	15400	15550	15650	15750	15800
MEAN	18400	19350	20000	20500	20750	20850	20850	20700	20500
TOTAL NUMBER	67	82	48	27	32	38	30	50	70
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

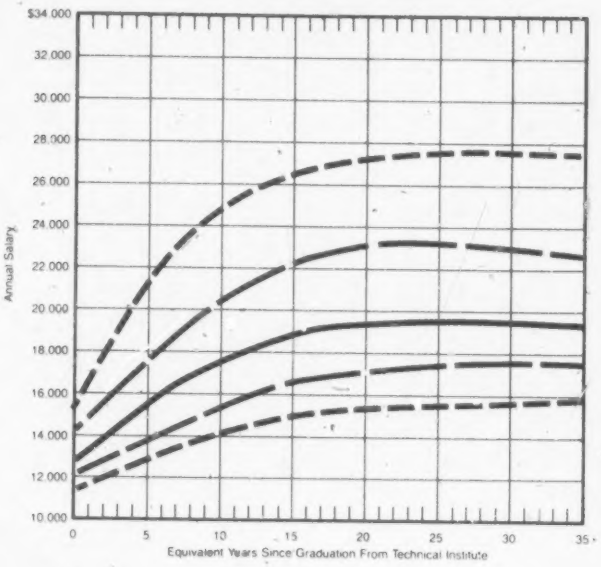
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

METAL INDUSTRIES

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	18750	19250	19750	20300	20800	21300	21800	22300
UPPER QUARTILE	0	16950	17300	17700	18050	18450	18800	19150	19550
MEDIAN	0	15000	15350	15650	16000	16300	16650	16950	17300
LOWER QUARTILE	0	13300	13550	13800	14050	14300	14550	14800	15050
LOWER DECILE	0	12150	12450	12700	12950	13200	13400	13600	13800
MEAN	0	15400	15750	16050	16400	16750	17100	17400	17750
TOTAL NUMBER	0	13	14	16	9	10	12	10	12
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23250	24600	25750	26700	27250	27550	27450	0	24850
UPPER QUARTILE	20250	21250	22100	22850	23350	23700	23750	0	22000
MEDIAN	17900	18850	19700	20450	21050	21500	21750	0	21000
LOWER QUARTILE	15500	16200	16800	17350	17750	18000	18150	0	17300
LOWER DECILE	14100	14450	14750	14900	15050	15150	15200	0	15250
MEAN	18400	19350	20150	20800	21300	21600	21650	0	20050
TOTAL NUMBER	24	21	13	11	8	9	8	4	5
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15250	0	18000	19250	20450	21500	22400	23250	23950
UPPER QUARTILE	14000	0	15300	15950	16600	17250	17900	18550	19150
MEDIAN	12700	0	13800	14350	14900	15400	15900	16350	16800
LOWER QUARTILE	12050	0	12850	13200	13550	13900	14250	14550	14850
LOWER DECILE	11500	0	12100	12400	12650	12950	13200	13400	13650
MEAN	13350	0	14500	15100	15650	16200	16700	17200	17650
TOTAL NUMBER	14	4	20	23	16	18	18	24	26
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

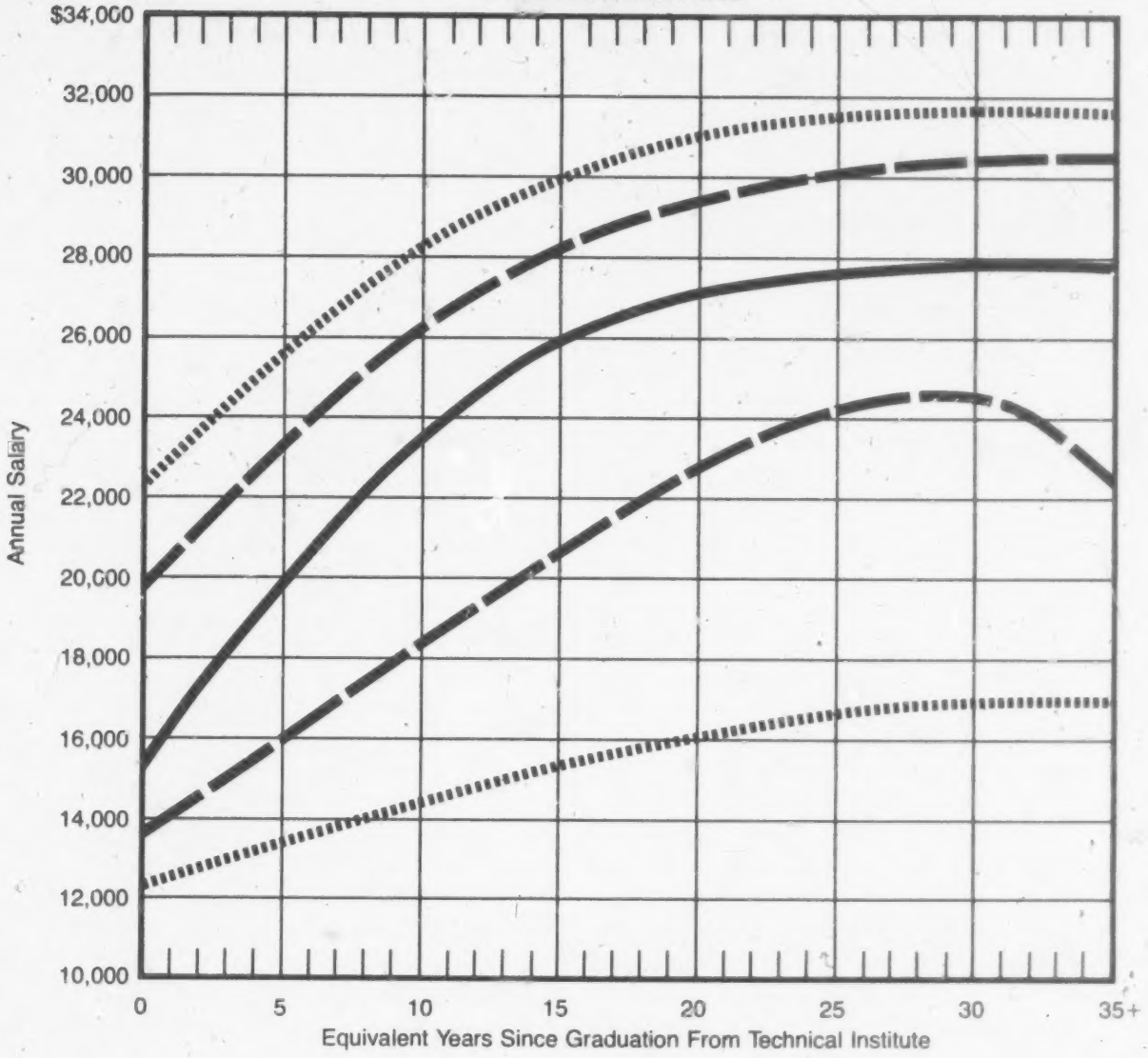
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25050	26100	26700	27000	27200	27250	27300	27350	27350
UPPER QUARTILE	20300	21750	22800	23450	23650	23350	23200	22550	21500
MEDIAN	17600	18550	19150	19500	19650	19650	19550	19400	19200
LOWER QUARTILE	15350	16000	16500	16850	17100	17250	17350	17400	17450
LOWER DECILE	14050	14550	14950	15250	15450	15600	15700	15750	15850
MEAN	18450	19350	20000	20350	20550	20600	20600	20550	20500
TOTAL NUMBER	43	61	35	16	24	29	22	46	65
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

OTHER MANUFACTURING

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	22000	22800	23550	24300	25000	25650	26250	26800	27350
UPPER QUARTILE	19550	20350	21150	21900	22650	23350	24000	24600	25200
MEDIAN	15100	16100	17150	18150	19100	20000	20850	21650	22350
LOWER QUARTILE	13700	14100	14550	15000	15450	15950	16400	16900	17400
LOWER DECILE	12450	12650	12850	13050	13250	13450	13650	13850	14050
MEAN	16400	17150	17800	18500	19150	19750	20350	20900	21450
TOTAL NUMBER	10	41	60	100	116	116	108	143	116
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	1	0

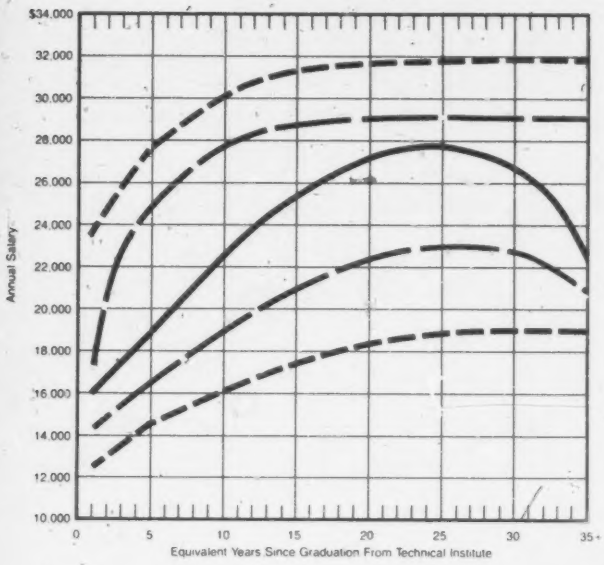
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	28250	29400	30200	30800	31200	31450	31600	31700	31750
UPPER QUARTILE	26250	27550	28500	29250	29750	30100	30300	30500	30550
MEDIAN	23650	25150	26200	26850	27300	27550	27700	27800	27850
LOWER QUARTILE	18400	19850	21300	22550	23600	24300	24600	24350	22300
LOWER DECILE	14450	15000	15500	15950	16350	16700	16900	17050	16950
MEAN	22400	23600	24500	25200	25650	26000	26200	26400	26450
TOTAL NUMBER	360	384	342	360	278	294	260	443	353
OVER $44000	0	0	0	0	0	0	0	0	1
UNDER $10000	0	0	1	0	0	1	0	2	3

LEGEND

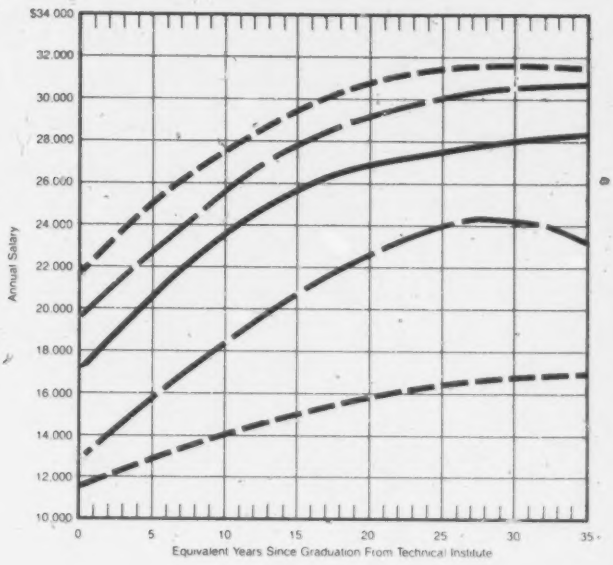
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

OTHER MANUFACTURING

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	22550	24050	25350	26500	27500	28300	29000	29550
UPPER QUARTILE	0	17200	19650	21800	23550	24900	25950	26700	27300
MEDIAN	0	16350	16950	17600	18250	18900	19600	20250	20950
LOWER QUARTILE	0	14400	14850	15350	15850	16350	16800	17300	17800
LOWER DECILE	0	12800	13300	13750	14200	14600	15000	15400	15750
MEAN	0	17000	17900	18750	19500	20250	20950	21600	22150
TOTAL NUMBER	0	24	32	35	48	32	33	42	35
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30400	31200	31600	31800	31900	31900	31950	31950	31950
UPPER QUARTILE	28050	28550	28750	28850	28850	28850	28850	28850	28850
MEDIAN	22300	24250	25900	27200	27900	27950	27450	26000	22350
LOWER QUARTILE	18750	20100	21250	22200	22800	23050	23000	22450	20750
LOWER DECILE	16400	17150	17750	18150	18400	18550	18600	18650	18700
MEAN	23150	24250	25000	25500	25800	26000	26100	26150	26150
TOTAL NUMBER	91	60	47	34	37	20	15	14	17
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	21750	22400	23050	23700	24350	24950	25550	26100	26650
UPPER QUARTILE	19500	20250	21000	21750	22450	23150	23750	24400	24950
MEDIAN	17000	17800	18550	19300	20000	20700	21350	21950	22550
LOWER QUARTILE	12900	13400	13900	14400	14950	15500	16000	16600	17150
LOWER DECILE	11850	12050	12250	12500	12700	12900	13150	13350	13550
MEAN	16300	17000	17650	18300	18950	19550	20150	20700	21200
TOTAL NUMBER	10	17	27	65	67	84	75	100	80
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	1	0

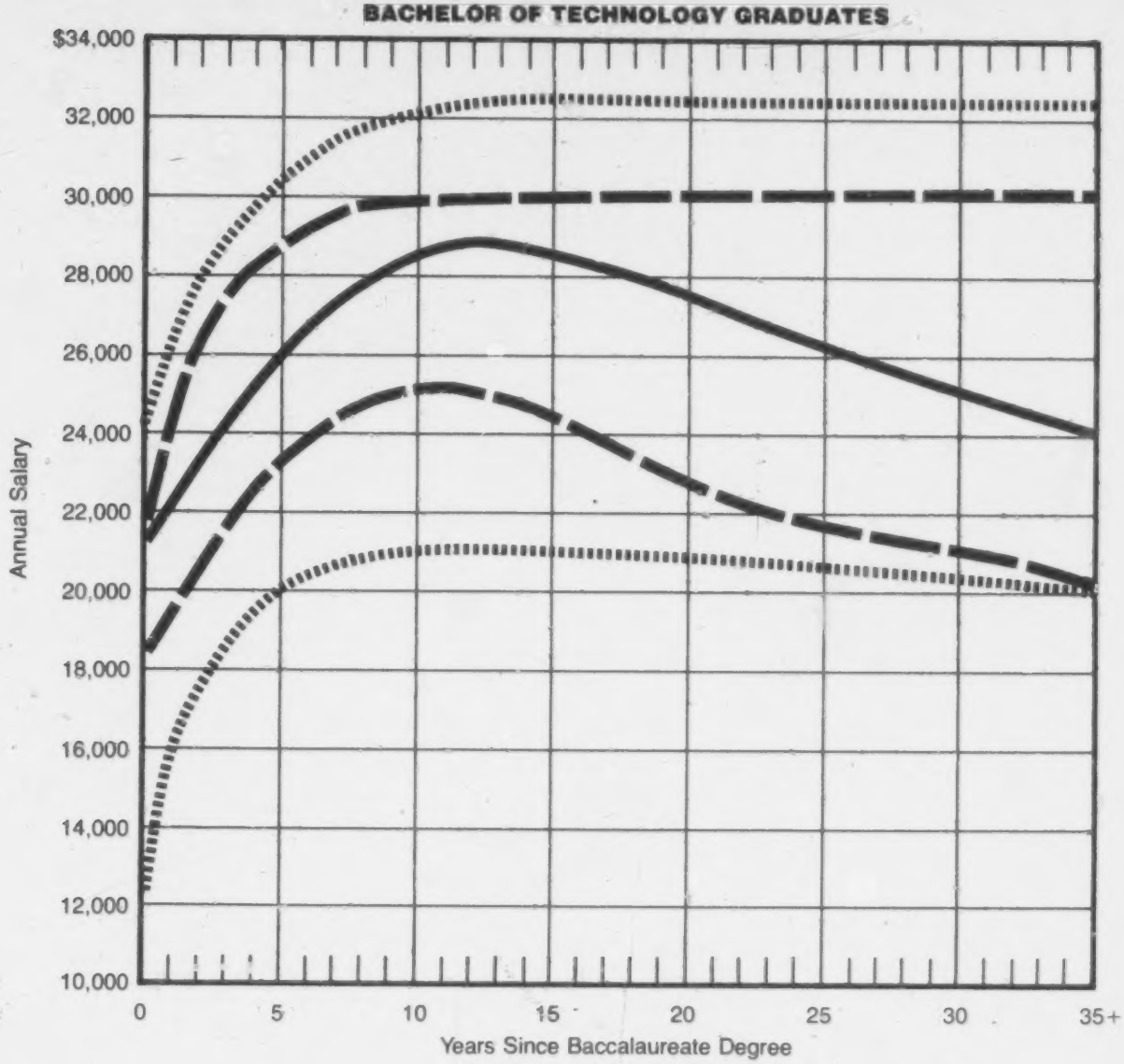
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27650	28900	29900	30650	31150	31450	31600	31700	31650
UPPER QUARTILE	26000	27300	28350	29100	29650	30050	30300	30500	30600
MEDIAN	23600	24950	26000	26750	27300	27700	27950	28100	28200
LOWER QUARTILE	18250	19900	21350	22650	23600	24200	24450	24250	23000
LOWER DECILE	14000	14600	15150	15700	16150	16550	16800	17000	16850
MEAN	22200	23400	24350	25100	25600	26000	26250	26400	26500
TOTAL NUMBER	269	324	294	325	241	274	245	429	336
OVER $44000	0	0	0	0	0	0	0	0	1
UNDER $10000	0	0	1	0	0	1	0	2	3

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

OTHER MANUFACTURING

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	23700	25850	27600	28900	29900	30600	31150	31550	31800
UPPER QUARTILE	21850	24500	26350	27650	28500	29050	29400	29650	29800
MEDIAN	21250	22350	23350	24300	25200	25950	26650	27250	27750
LOWER QUARTILE	18200	19400	20550	21600	22550	23350	24000	24500	24900
LOWER DECILE	12300	14700	16800	18450	19650	20450	20900	21100	21200
MEAN	19700	21650	23150	24300	25100	25700	26150	26450	26650
TOTAL NUMBER	10	37	56	39	36	35	20	30	23
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	0	0	0	0	0	0	0

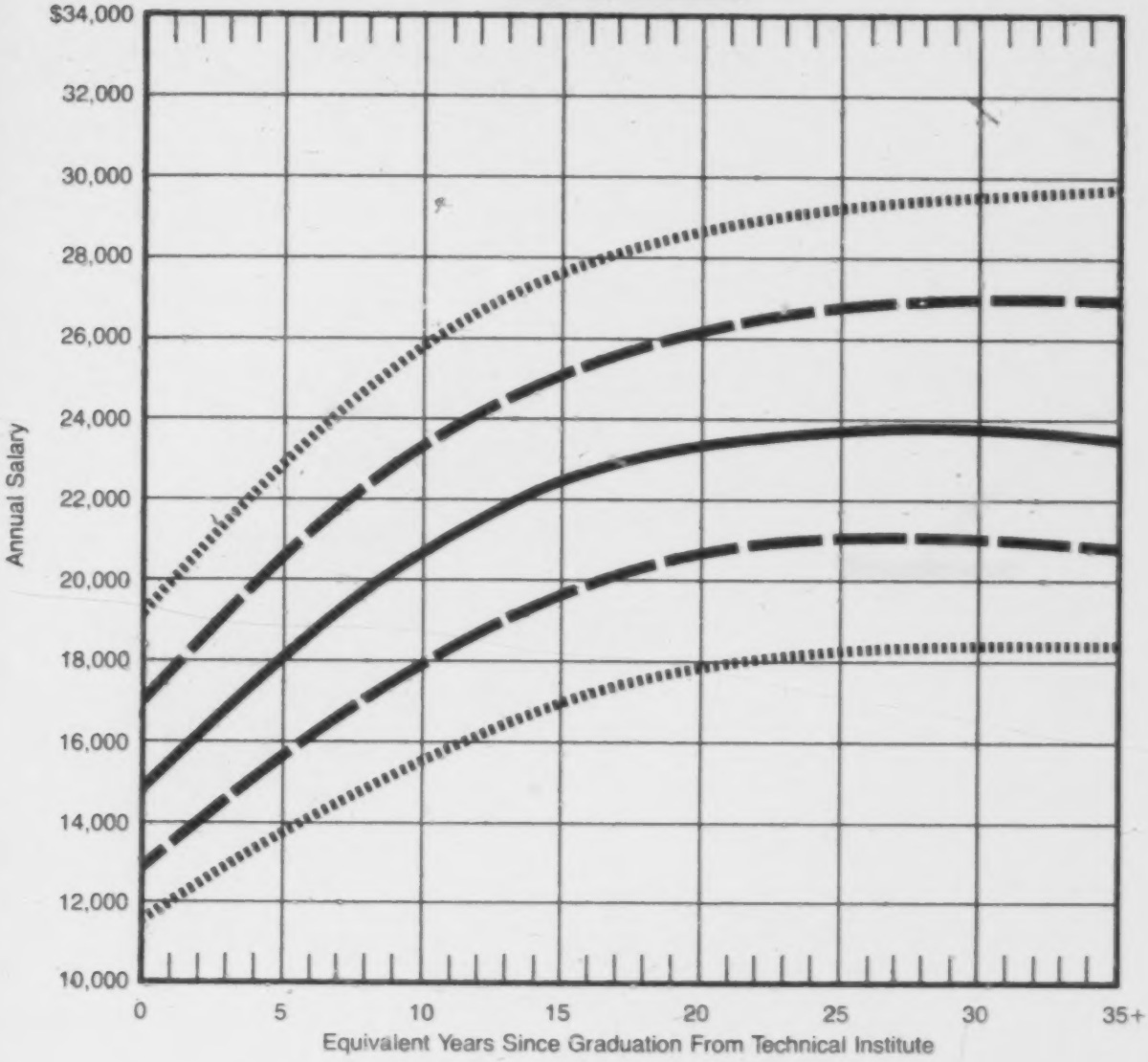
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32150	32400	32500	32500	32500	0	0	32500	32500
UPPER QUARTILE	30000	30100	30100	30100	30150	0	0	30150	30150
MEDIAN	28450	28750	28450	27750	26950	0	0	24700	24100
LOWER QUARTILE	25200	24900	24050	23100	22150	0	0	20350	20000
LOWER DECILE	21200	21050	20900	20850	20850	0	0	20800	20800
MEAN	26900	27050	27100	27150	27150	0	0	27150	27150
TOTAL NUMBER	37	31	23	11	11	4	2	5	11
OVER $44000	0	0	0	0	1	0	0	0	1
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL NON-MANUFACTURING

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	19000	19850	20700	21450	22250	22950	23600	24250	24800
UPPER QUARTILE	17000	17800	18550	19300	20000	20650	21250	21850	22400
MEDIAN	14750	15400	16100	16750	17350	18000	18600	19150	19700
LOWER QUARTILE	13100	13650	14150	14700	15200	15750	16250	16700	17200
LOWER DECILE	11550	12000	12450	12900	13350	13800	14200	14600	15000
MEAN	15100	15800	16450	17100	17700	18300	18850	19350	19850
TOTAL NUMBER	118	479	488	514	563	523	479	461	484
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	9	8	3	0	3	2	0	0	1

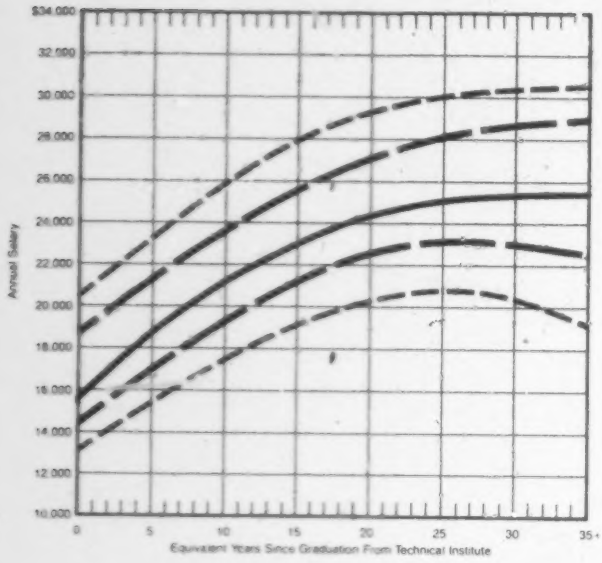
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25850	27050	27900	28550	28950	29250	29400	29550	29600
UPPER QUARTILE	23350	24500	25350	26000	26400	26700	26850	26950	27000
MEDIAN	20700	21900	22750	23350	23650	23800	23850	23800	23700
LOWER QUARTILE	18050	19150	20000	20600	20950	21150	21150	21100	20950
LOWER DECILE	15700	16600	17300	17750	18100	18250	18350	18400	18400
MEAN	20700	21900	22550	23150	23500	23750	23900	23950	24000
TOTAL NUMBER	1367	1450	1283	902	805	695	548	1004	1329
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	1	0	0	0	0	0

LEGEND

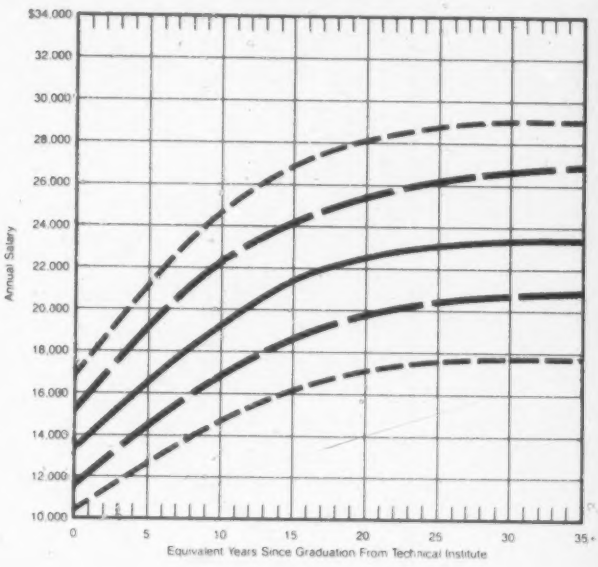
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL NON–MANUFACTURING

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	20150	20900	21600	22300	22950	23600	24200	24750	25300
UPPER QUARTILE	18700	19300	19850	20450	21000	21550	22050	22550	23050
MEDIAN	15700	16350	17050	17700	18300	18900	19500	20050	20600
LOWER QUARTILE	14500	15000	15500	16050	16550	17050	17550	18050	18500
LOWER DECILE	12850	13300	13750	14250	14700	15200	15650	16100	16550
MEAN	16300	16950	17550	18150	18750	19300	19800	20300	20800
TOTAL NUMBER	27	339	312	309	328	286	240	235	228
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	1	0	0	0

YEARS	9–11	12–14	15–17	18–20	21–23	24–26	27–29	30–34	35+
UPPER DECILE	26250	27450	28400	29100	29600	29950	30200	30400	30500
UPPER QUARTILE	23950	25150	26100	26950	27550	28050	28400	28700	28900
MEDIAN	21550	22750	23700	24350	24800	25150	25350	25500	25600
LOWER QUARTILE	19450	20650	21600	22300	22750	22950	22950	22700	22150
LOWER DECILE	17450	18600	19600	20250	20650	20700	20550	20050	18900
MEAN	21700	22800	23700	24400	24900	25250	25500	25650	25750
TOTAL NUMBER	570	666	649	335	281	219	138	199	127
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16700	17700	18700	19650	20550	21400	22200	23000	23650
UPPER QUARTILE	15150	16000	16850	17700	18500	19250	19950	20650	21250
MEDIAN	13050	13800	14550	15300	16000	16700	17350	17950	18550
LOWER QUARTILE	11500	12100	12700	13300	13900	14450	15000	15550	16000
LOWER DECILE	10400	10900	11400	11900	12350	12850	13250	13700	14100
MEAN	13450	14200	14900	15650	16300	16950	17600	18200	18750
TOTAL NUMBER	91	139	175	204	234	236	238	225	256
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	8	8	2	0	3	1	0	0	1

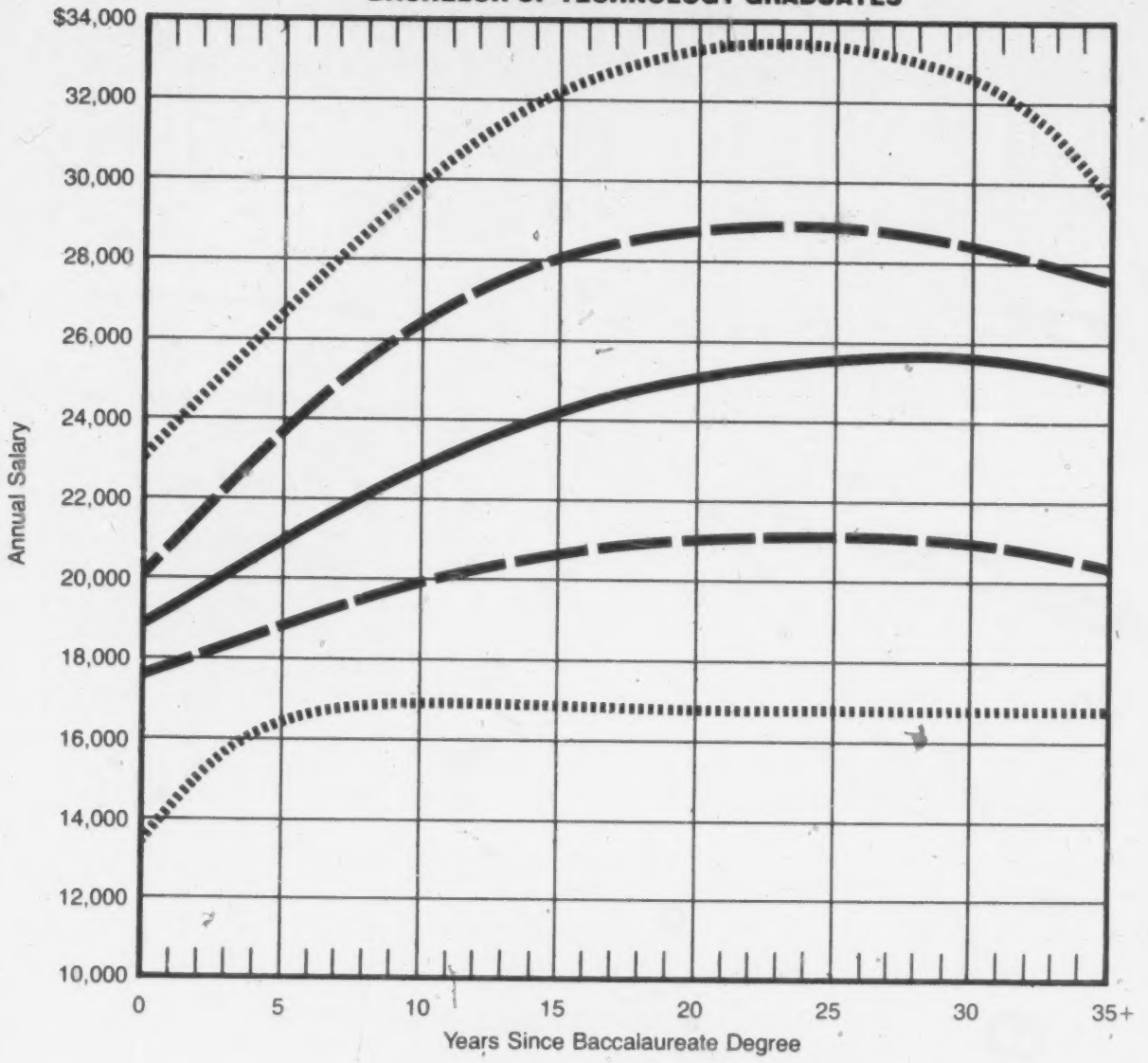
YEARS	9–11	12–14	15–17	18–20	21–23	24–26	27–29	30–34	35+
UPPER DECILE	24900	26350	27400	28100	28550	28800	29000	29100	29150
UPPER QUARTILE	22400	23750	24750	25450	25900	26200	26400	26500	26550
MEDIAN	19600	20850	21800	22500	22950	23250	23400	23500	23550
LOWER QUARTILE	16950	18050	18950	19600	20050	20350	20550	20700	20800
LOWER DECILE	14800	15750	16450	16950	17350	17600	17800	17900	17950
MEAN	19750	20950	21850	22500	22950	23200	23400	23500	23600
TOTAL NUMBER	796	783	634	567	524	476	410	804	1202
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	1	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ALL NON-MANUFACTURING

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	23100	23850	24550	25300	26000	26700	27400	28050	28700
UPPER QUARTILE	20100	20850	21600	22350	23050	23750	24400	25000	25600
MEDIAN	19150	19550	19950	20350	20700	21100	21450	21800	22150
LOWER QUARTILE	17550	17800	18100	18350	18600	18850	19100	19300	19500
LOWER DECILE	13200	14800	15700	16200	16450	16550	16600	16650	16650
MEAN	19000	19500	20000	20450	20900	21350	21800	22200	22600
TOTAL NUMBER	5	82	88	108	104	100	77	54	48
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

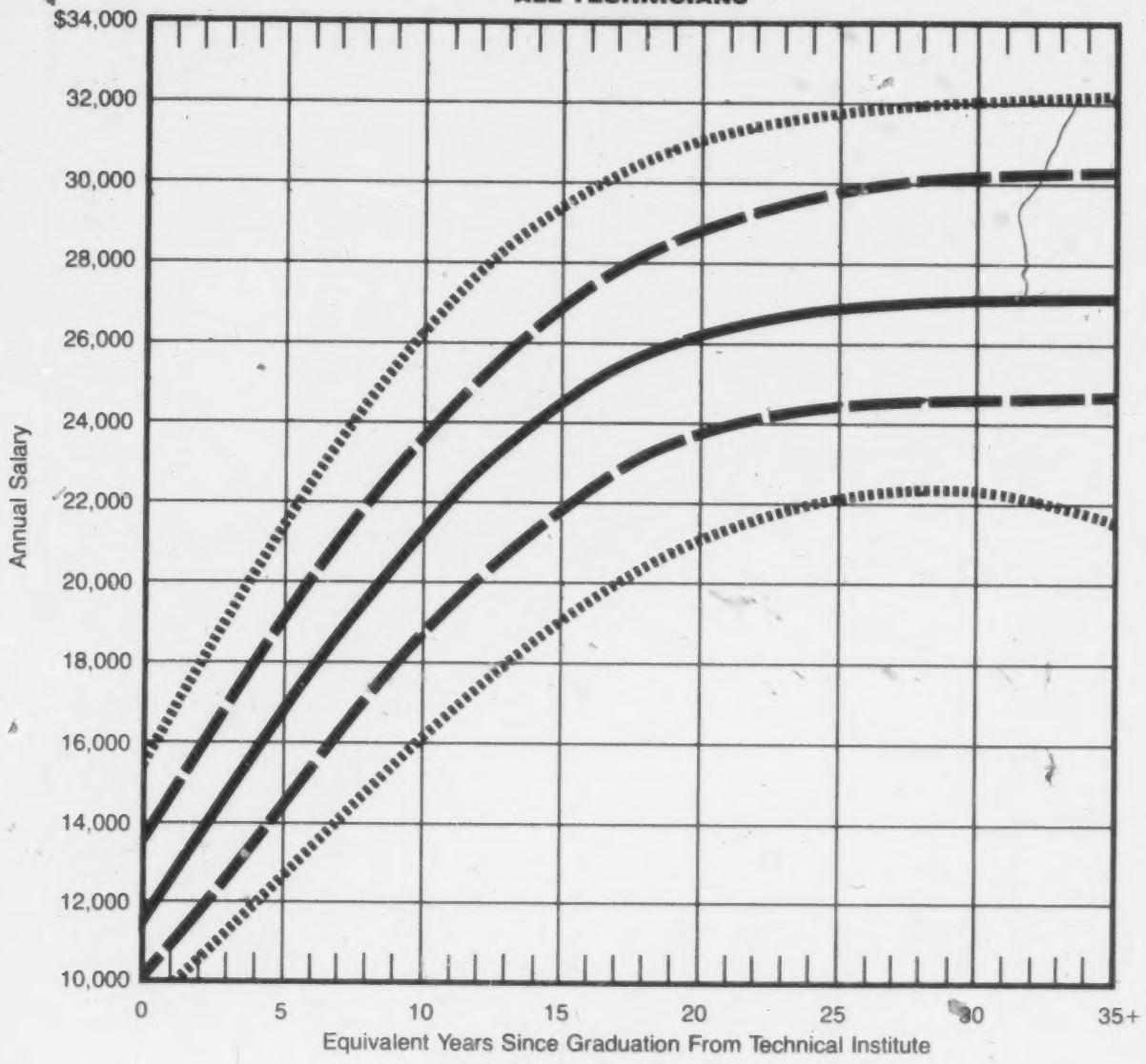
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29950	31500	32700	33450	33700	33500	32950	31800	29450
UPPER QUARTILE	26600	27700	28400	28750	28850	28700	28500	28150	27750
MEDIAN	22800	23700	24450	25000	25400	25650	25750	25650	25100
LOWER QUARTILE	19900	20400	20750	21000	21150	21150	21050	20800	20200
LOWER DECILE	16650	16650	16650	16650	16650	16650	16650	16650	16650
MEAN	23300	24250	24900	25350	25550	25550	25400	25000	24250
TOTAL NUMBER	100	56	35	18	14	8	8	13	14
OVER $44000	0	1	0	0	0	0	0	0	0
UNDER $10000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CONSTRUCTION

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	14850	16150	17450	18700	20000	21200	22350	23450	24450
UPPER QUARTILE	13750	14800	15900	17000	18050	19100	20150	21100	22050
MEDIAN	11250	12300	13400	14450	15550	16600	17650	18650	19550
LOWER QUARTILE	10200	11000	11800	12650	13500	14350	15250	16100	17000
LOWER DECILE	9500	10050	10650	11250	11900	12550	13200	13850	14550
MEAN	11950	12900	13900	14900	15900	16850	17800	18700	19550
TOTAL NUMBER	17	17	27	20	15	27	21	34	28
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	1	1	0	0	0	0	0	0

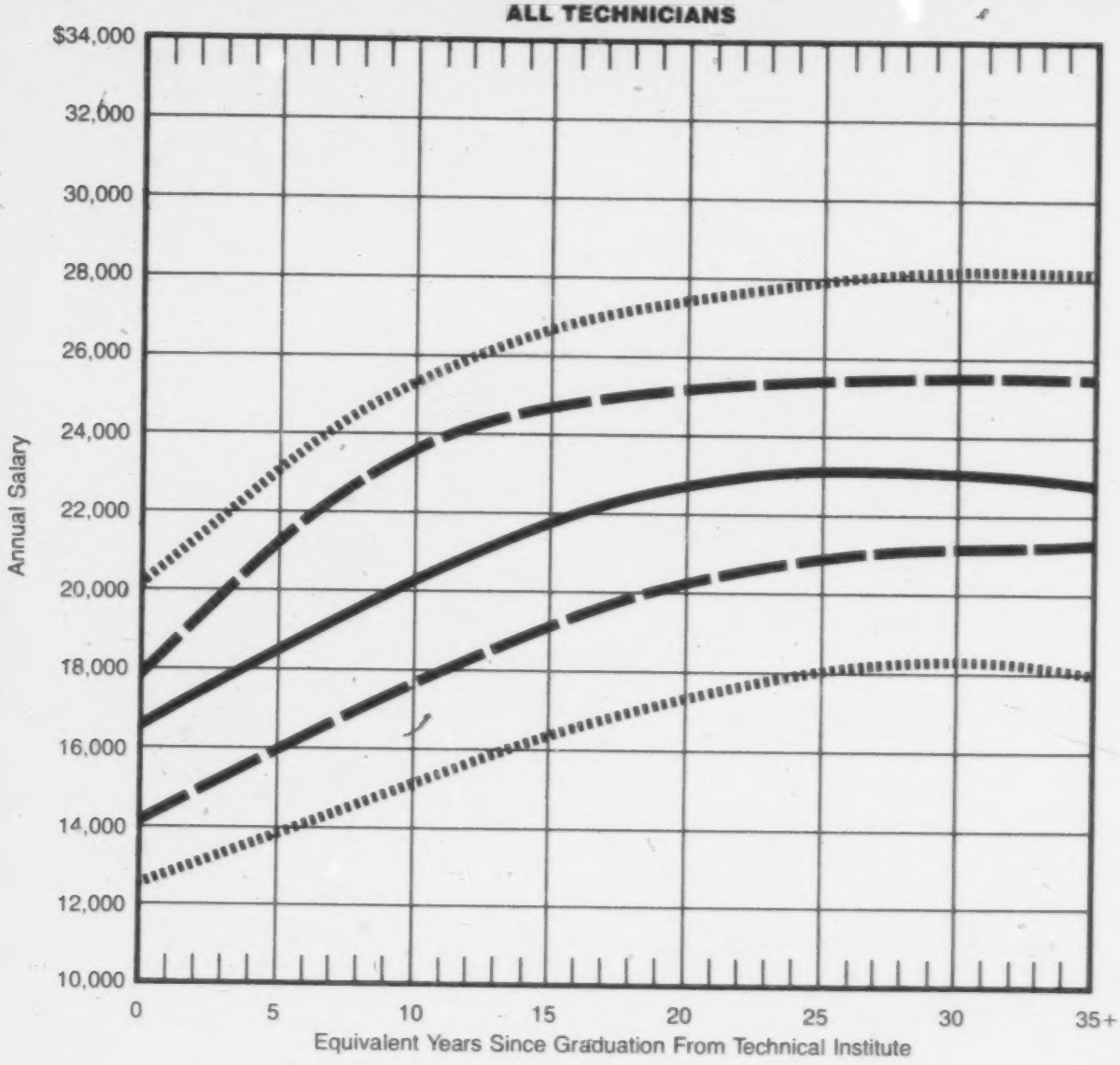
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26250	28350	29850	30800	31400	31750	31900	32000	32050
UPPER QUARTILE	23750	25900	27500	28600	29400	29850	30100	30250	30350
MEDIAN	21300	23350	24900	25900	26550	26950	27150	27300	27350
LOWER QUARTILE	18600	20750	22350	23500	24150	24500	24650	24700	24700
LOWER DECILE	15900	17800	19500	20800	21650	22100	22250	22150	21750
MEAN	21150	23200	24700	25750	26500	26950	27200	27350	27400
TOTAL NUMBER	91	100	69	73	61	51	38	58	93
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	1	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCH & DEVELOPMENT

ALL TECHNICIANS



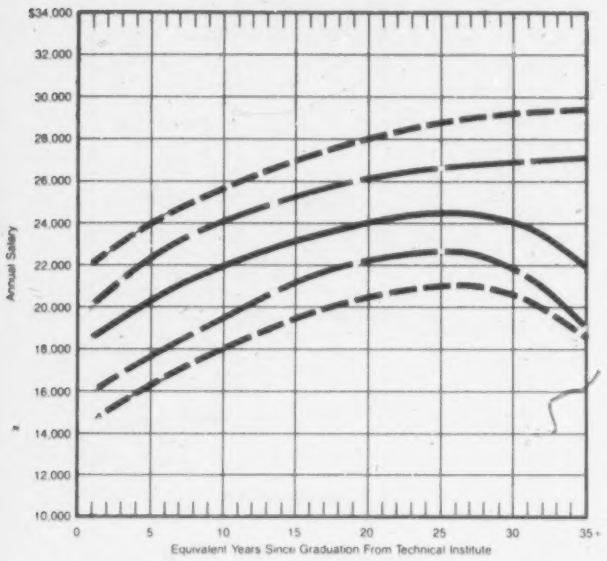
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	20100	20800	21450	22100	22650	23200	23750	24200	24650
UPPER QUARTILE	17800	18700	19550	20300	21000	21600	22150	22650	23050
MEDIAN	16500	16900	17350	17750	18150	18550	18950	19350	19750
LOWER QUARTILE	14200	14550	14900	15300	15650	16000	16350	16750	17100
LOWER DECILE	12550	12800	13050	13300	13550	13850	14100	14350	14600
MEAN	16500	16950	17350	17800	18200	18600	19000	19350	19700
TOTAL NUMBER	50	272	230	249	254	216	187	169	167
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	1	0	0	0	1	0	0	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25400	26300	26950	27400	27700	27900	28050	28150	28200
UPPER QUARTILE	23750	24450	24850	25150	25300	25350	25400	25400	25400
MEDIAN	20450	21400	22150	22750	23150	23350	23350	23200	22600
LOWER QUARTILE	17750	18700	19500	20150	20650	20950	21050	21000	20450
LOWER DECILE	15150	15900	16600	17200	17700	18100	18350	18450	17950
MEAN	20400	21300	22000	22550	22900	23150	23200	23150	22900
TOTAL NUMBER	483	521	393	361	372	310	245	458	673
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

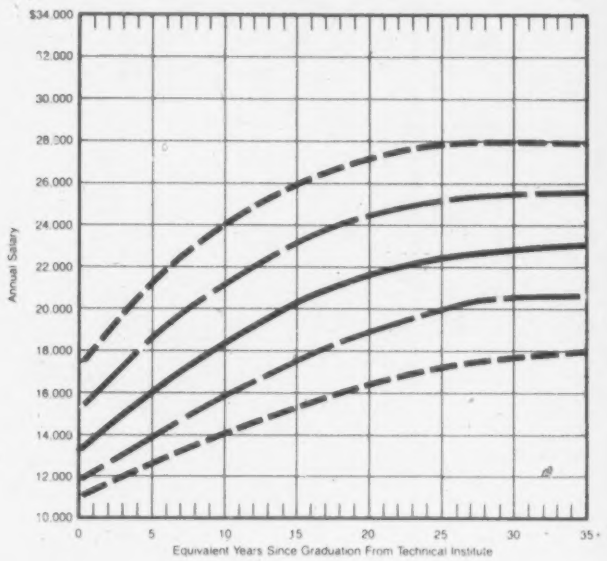
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	22100	22600	23100	23550	24000	24400	24800	25150
UPPER QUARTILE	0	19950	20600	21200	21750	22300	22750	23200	23600
MEDIAN	0	18800	19150	19500	19850	20200	20550	20900	21250
LOWER QUARTILE	0	16000	16450	16850	17250	17650	18100	18500	18900
LOWER DECILE	0	14800	15150	15500	15850	16200	16550	16900	17250
MEAN	0	18450	18850	19200	19600	19950	20350	20700	21050
TOTAL NUMBER	4	211	161	165	156	126	110	86	91
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25850	26650	27350	27850	28250	28500	28700	28850	28950
UPPER QUARTILE	24250	25000	25500	25850	26100	26200	26300	26350	26350
MEDIAN	21900	22750	23450	23950	24250	24350	24200	23600	21850
LOWER QUARTILE	19650	20700	21550	22150	22500	22500	22200	21300	18950
LOWER DECILE	17900	18850	19650	20250	20700	20850	20800	20300	18600
MEAN	21700	22650	23400	24050	24450	24600	24500	24050	22350
TOTAL NUMBER	243	300	201	173	155	128	53	72	21
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

UPPER DECILE	16950	17800	18650	19500	20300	21000	21700	22400	23000
UPPER QUARTILE	15550	16250	16900	17550	18150	18750	19350	19900	20400
MEDIAN	13250	13750	14300	14850	15350	15900	16400	16900	17400
LOWER QUARTILE	11800	12250	12700	13100	13550	14000	14400	14600	15200
LOWER DECILE	11200	11450	11700	12000	12250	12550	12800	13050	13350
MEAN	13850	14350	14900	15450	15950	16450	16900	17400	17850
TOTAL NUMBER	46	61	69	84	98	90	77	83	76
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	1	0	0	0	1	0	0	1

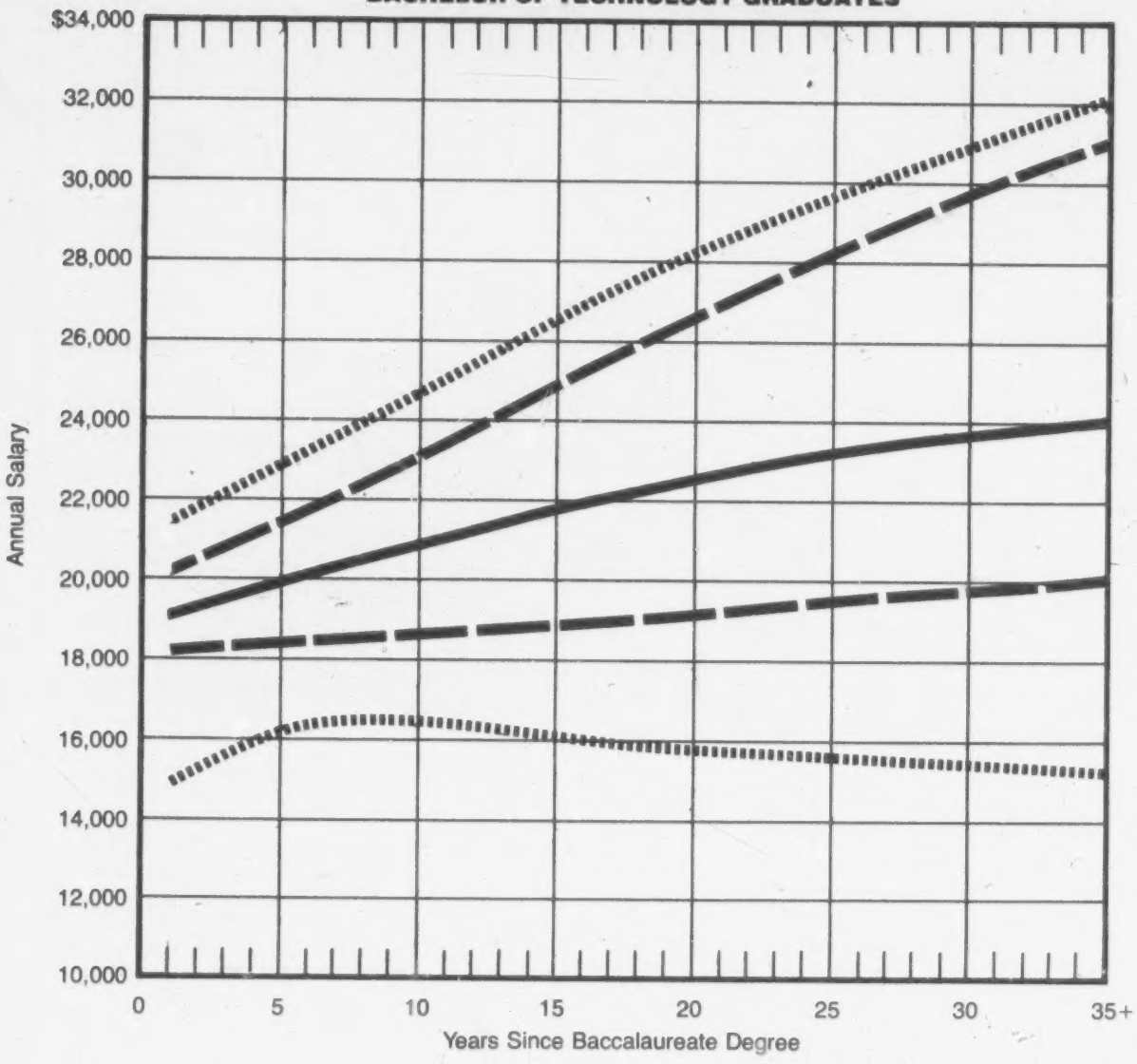
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24050	25350	26250	26900	27350	27650	27800	27950	27950
UPPER QUARTILE	21350	22550	23450	24150	24650	25000	25200	25400	25450
MEDIAN	18350	19600	20650	21450	22000	22400	22600	22750	22800
LOWER QUARTILE	15950	17000	17900	18650	19250	19750	20100	20450	20650
LOWER DECILE	13850	14650	15350	16000	16600	17100	17450	17800	18050
MEAN	18650	19750	20650	21350	21900	22300	22600	22850	22950
TOTAL NUMBER	240	221	192	188	217	182	192	386	652
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCH & DEVELOPMENT

BACHELOR OF TECHNOLOGY GRADUATES



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	21500	21850	22200	22550	22900	23250	23600	24000
UPPER QUARTILE	0	20100	20450	20800	21150	21500	21850	22250	22600
MEDIAN	0	19200	19450	19650	19900	20100	20350	20550	20750
LOWER QUARTILE	0	18300	18350	18350	18400	18450	18500	18550	18600
LOWER DECILE	0	14850	15400	15750	16050	16200	16350	16400	16400
MEAN	0	18900	19150	19350	19600	19800	20050	20250	20500
TOTAL NUMBER	1	51	44	47	43	57	33	16	19
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

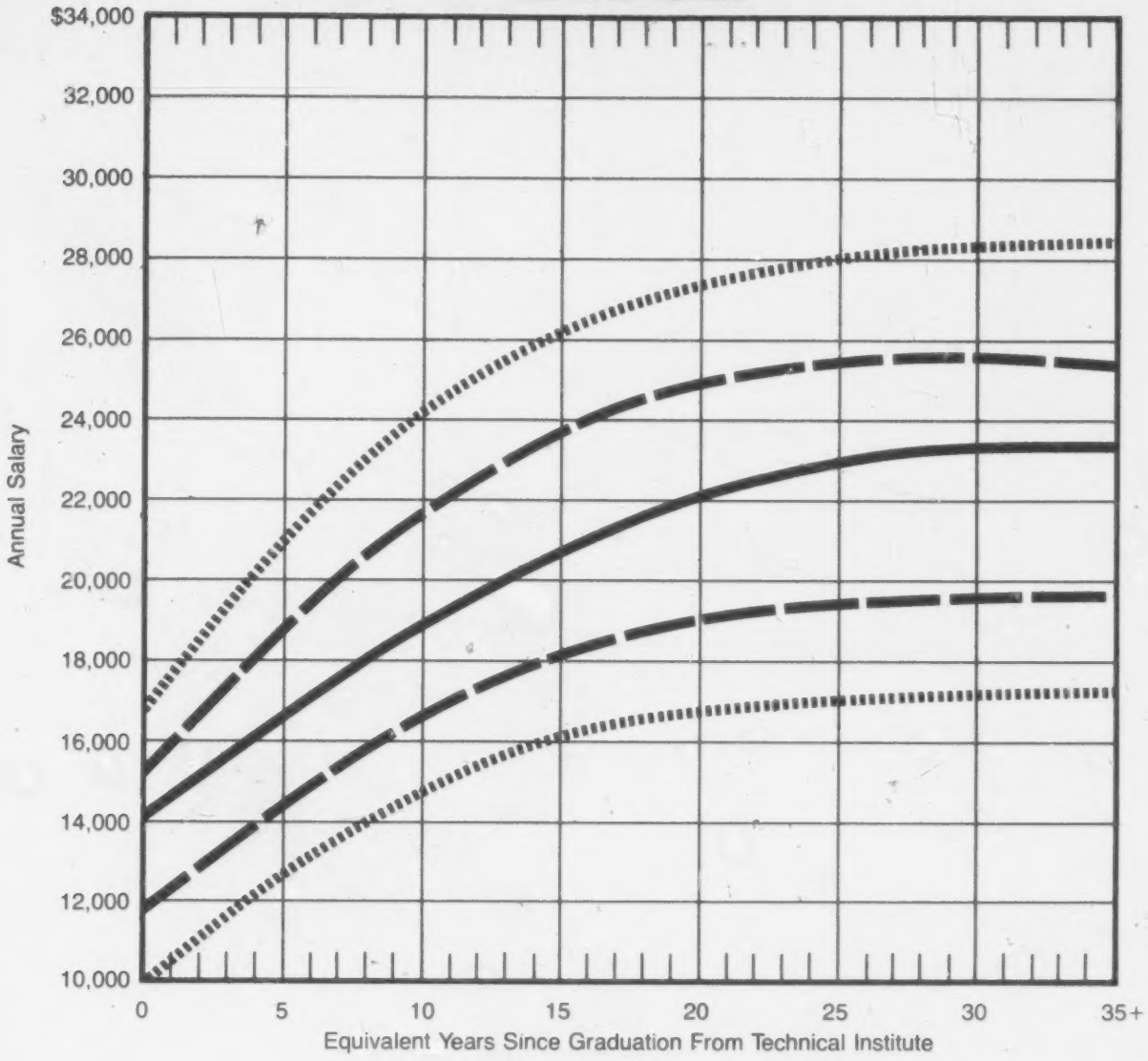
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24750	25850	27050	0	0	0	0	0	35250
UPPER QUARTILE	23300	24350	25350	0	0	0	0	0	31150
MEDIAN	21100	21650	22150	0	0	0	0	0	24100
LOWER QUARTILE	18650	18800	18950	0	0	0	0	0	20050
LOWER DECILE	16350	16150	15950	0	0	0	0	0	15650
MEAN	20900	21550	22100	0	0	0	0	0	25100
TOTAL NUMBER	29	10	5	4	1	1	2	4	5
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

DESIGN CONSULTING & ENGINEERING SERVICES

ALL TECHNICIANS



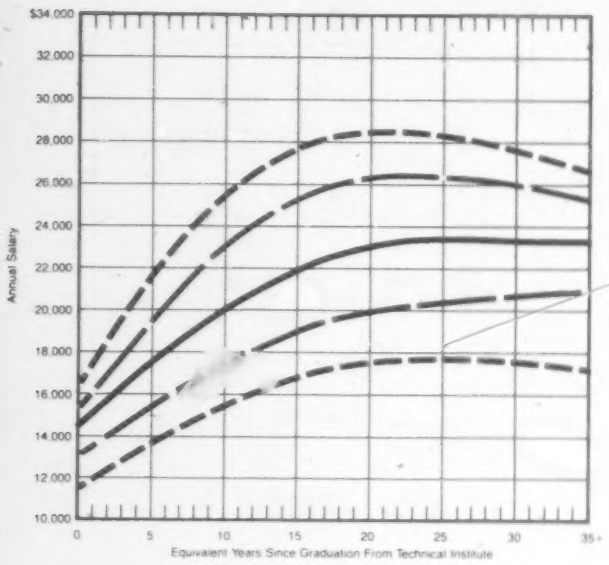
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16550	17500	18400	19300	20150	20950	21700	22450	23100
UPPER QUARTILE	15200	15900	16600	17300	18000	18700	19350	20000	20600
MEDIAN	14150	14600	15100	15550	16050	16500	16950	17450	17900
LOWER QUARTILE	11750	12350	12950	13500	14050	14600	15050	15550	16000
LOWER DECILE	9700	10350	11000	11600	12150	12700	13200	13700	14100
MEAN	13600	14250	14950	15600	16200	16800	17350	17900	18400
TOTAL NUMBER	32	87	74	84	68	69	65	87	83
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	6	1	0	3	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24250	25650	26650	27350	27800	28100	28300	28400	28450
UPPER QUARTILE	21700	23100	24100	24800	25200	25450	25500	25500	25400
MEDIAN	18750	20000	21050	21900	22550	23050	23300	23450	23350
LOWER QUARTILE	16750	17700	18400	18900	19250	19500	19600	19700	19750
LOWER DECILE	14850	15700	16300	16700	16950	17050	17150	17200	17200
MEAN	19350	20450	21350	21950	22400	22700	22900	23000	23050
TOTAL NUMBER	194	184	156	123	138	124	83	123	167
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	0	1	0	0	0	0	0

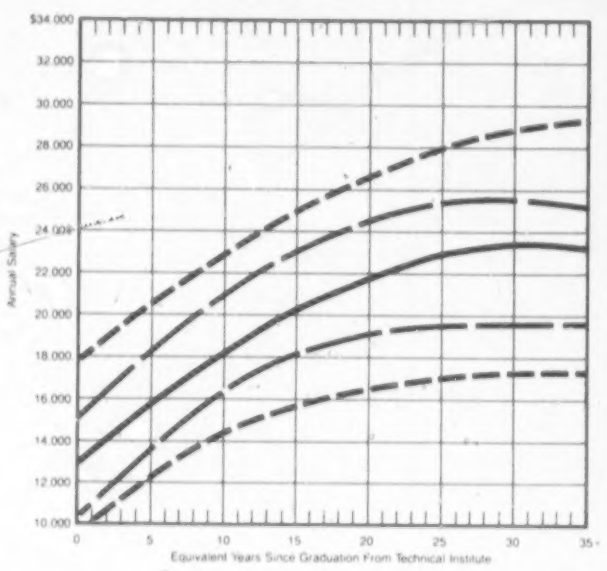
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16150	17150	18200	19250	20300	21300	22250	23200	24050
UPPER QUARTILE	15000	15800	16650	17550	18400	19200	20050	20850	21600
MEDIAN	14300	14950	15600	16250	16850	17500	18100	18650	19200
LOWER QUARTILE	13000	13500	14050	14550	15050	15500	16000	16400	16800
LOWER DECILE	11600	12000	12450	12850	13250	13650	14050	14450	14800
MEAN	14050	14750	15450	16150	16850	17500	18150	18750	19350
TOTAL NUMBER	13	50	35	45	31	30	26	33	30
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25600	27300	28250	28600	28500	28200	27800	27300	26850
UPPER QUARTILE	23000	24650	25750	26300	26400	26200	25850	25350	24700
MEDIAN	20200	21500	22400	23050	23400	23600	23650	23600	23450
LOWER QUARTILE	17550	18500	19250	19750	20150	20400	20600	20750	20850
LOWER DECILE	15450	16350	17000	17500	17800	17950	18000	17950	17750
MEAN	20400	21700	22550	23100	23350	23400	23300	23150	22950
TOTAL NUMBER	62	61	51	31	35	28	23	17	21
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17900	18450	19050	19650	20200	20750	21300	21800	22300
UPPER QUARTILE	15250	15800	16350	16900	17450	18000	18550	19100	19650
MEDIAN	12800	13400	14000	14600	15200	15750	16350	16900	17400
LOWER QUARTILE	10300	11050	11750	12500	13150	13800	14450	15000	15550
LOWER DECILE	9450	10050	10650	11250	11800	12300	12800	13300	13700
MEAN	13150	13750	14400	15000	15600	16150	16750	17250	17800
TOTAL NUMBER	19	36	38	38	36	38	38	53	53
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	6	1	0	3	0	0	0	0

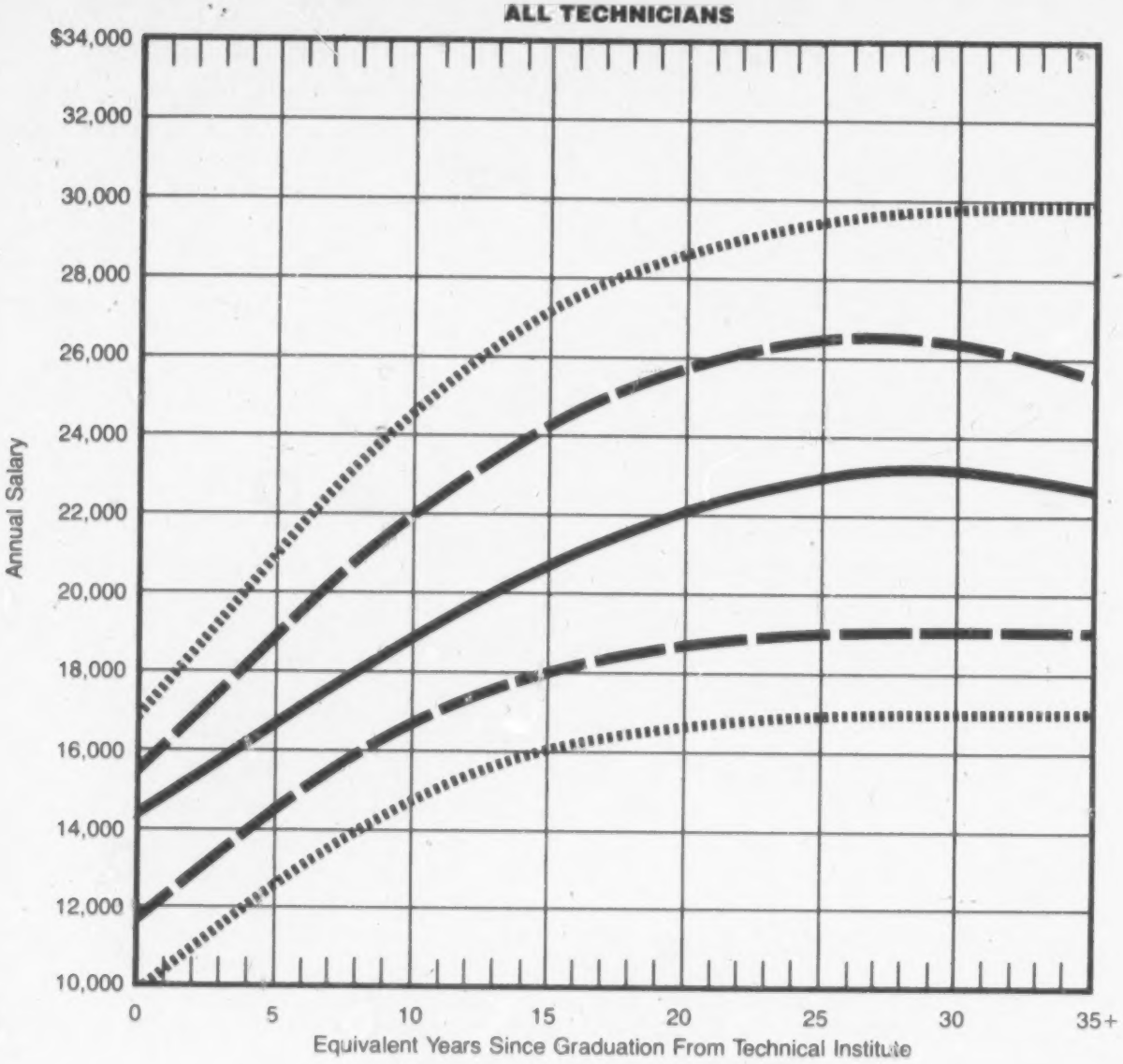
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23250	24550	25650	26550	27250	27800	28250	28600	28900
UPPER QUARTILE	20650	22100	23300	24300	25000	25450	25650	25650	25350
MEDIAN	18400	19700	20750	21600	22250	22700	23000	23200	23350
LOWER QUARTILE	16500	17600	18350	18850	19150	19350	19450	19550	19550
LOWER DECILE	14450	15350	15950	[illegible]	16650	16800	16900	16950	17000
MEAN	18700	19900	20900	21600	22150	22500	22750	22950	23000
TOTAL NUMBER	131	122	105	92	103	96	60	105	146
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	0	1	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CONSULTANTS

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16750	17700	18600	19500	20350	21200	22000	22750	23450
UPPER QUARTILE	15500	16150	16800	17500	18200	18850	19500	20150	20800
MEDIAN	14200	14700	15150	15650	16100	16550	17050	17500	17950
LOWER QUARTILE	11450	12150	12800	13450	14050	14600	15100	15550	16000
LOWER DECILE	9550	10200	10900	11550	12150	12700	13250	13700	14150
MEAN	13650	14350	15050	15700	16350	16950	17500	18050	18600
TOTAL NUMBER	26	69	53	61	48	42	44	52	61
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	6	1	0	3	0	0	0	0

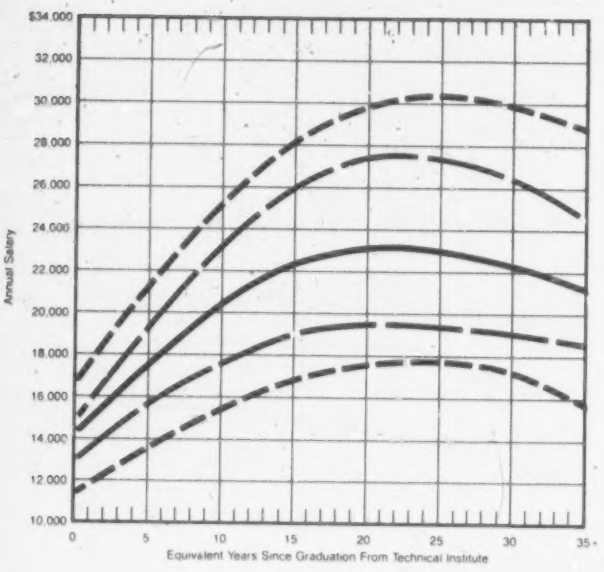
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24750	26350	27550	28450	29050	29450	29700	29900	29950
UPPER QUARTILE	22000	23600	24850	25700	26200	26400	26400	26100	25550
MEDIAN	18850	20050	21100	21900	22500	22850	23000	22950	22550
LOWER QUARTILE	16750	17550	18150	18500	18750	18900	18950	19000	19050
LOWER DECILE	14850	15650	16200	16500	16700	16800	16900	16900	16900
MEAN	19500	20650	21500	22100	22500	22800	22950	23050	23100
TOTAL NUMBER	134	129	106	77	76	60	43	63	100
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	0	1	0	0	0	0	0

LEGEND

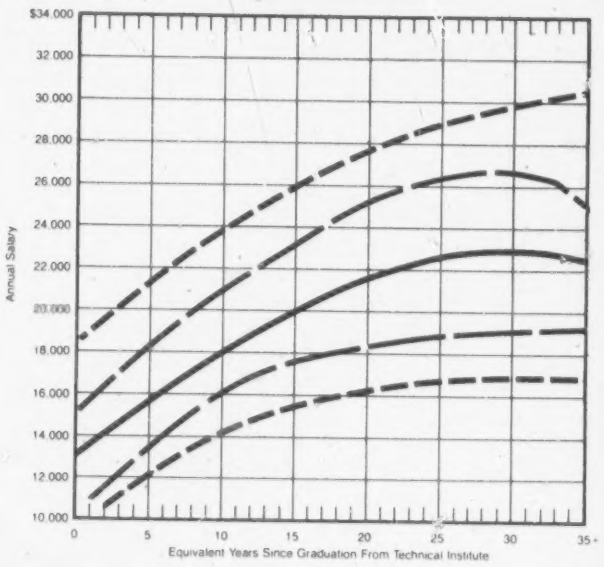
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CONSULTANTS

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	16600	17500	18400	19350	20250	21200	22100	23000	23850
UPPER QUARTILE	15100	15900	16750	17600	18500	19350	20250	21100	21950
MEDIAN	14150	14900	15600	16300	17050	17750	18400	19050	19700
LOWER QUARTILE	12850	13400	13950	14500	15050	15550	16050	16500	16950
LOWER DECILE	11600	12050	12450	12900	13300	13700	14100	14500	14850
MEAN	14150	14850	15550	16250	16950	17600	18300	18950	19550
TOTAL NUMBER	12	42	22	40	25	22	18	25	20
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25450	27500	29000	29950	30350	30350	30100	29650	28950
UPPER QUARTILE	23500	25500	26900	27700	27850	27600	27000	26100	24800
MEDIAN	20800	22100	22950	23350	23400	23150	22800	22300	21650
LOWER QUARTILE	17750	18650	19250	19500	19550	19400	19150	18800	18350
LOWER DECILE	15550	16400	17050	17450	17650	17700	17550	17300	16800
MEAN	20700	22100	23050	23550	23700	23600	23350	22900	22350
TOTAL NUMBER	50	41	33	20	20	11	9	9	10
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18500	19050	19600	20150	20700	21250	21750	22300	22800
UPPER QUARTILE	15400	15950	16450	17000	17550	18100	18600	18150	19700
MEDIAN	12850	13350	13900	14450	15000	15550	16100	16600	17150
LOWER QUARTILE	9900	10700	11500	12250	12950	13650	14300	14850	15400
LOWER DECILE	9250	9850	10450	11000	11550	12100	12600	13050	13450
MEAN	13100	13750	14400	15000	15600	16200	16750	17300	17800
TOTAL NUMBER	14	27	31	21	23	20	26	27	41
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	7	6	1	0	3	0	0	0	0

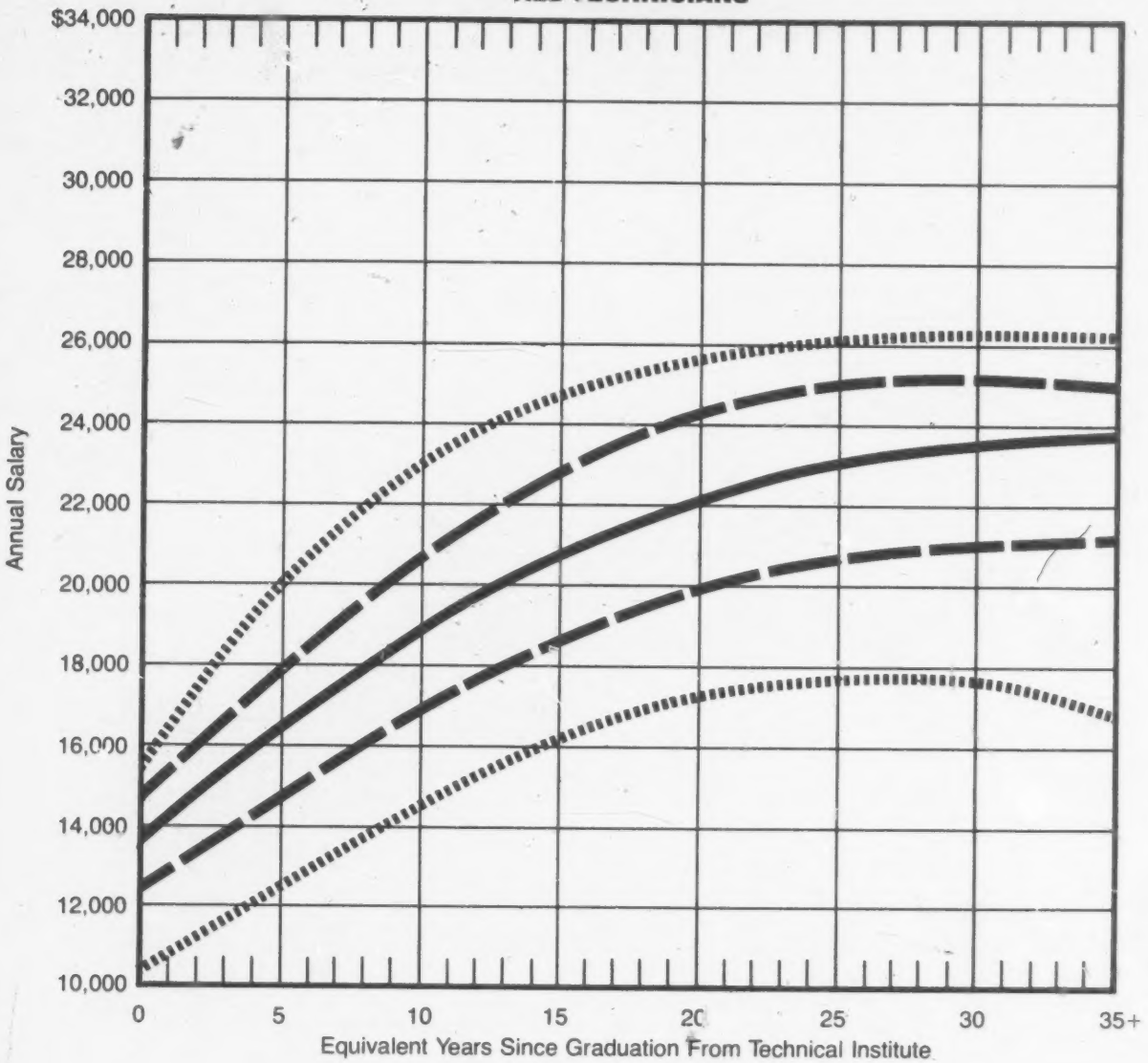
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23750	25100	26300	27350	28200	28900	29450	29950	30350
UPPER QUARTILE	20800	22350	23750	24900	25800	26350	26550	26450	25450
MEDIAN	18150	19550	20700	21600	22250	22650	22800	22850	22650
LOWER QUARTILE	16300	17300	17950	18350	18600	18750	18800	18850	18850
LOWER DECILE	14200	15100	15700	16150	16400	16600	16700	16750	16750
MEAN	18750	20000	20950	21650	22200	22550	22800	23000	23100
TOTAL NUMBER	84	88	73	57	56	49	34	54	90
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	0	1	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ENGINEERING SERVICES

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	15600	16600	17350	18450	19300	20100	20850	21500	22100
UPPER QUARTILE	14800	15400	16000	16600	17250	17850	18400	19000	19550
MEDIAN	13550	14150	14700	15250	15850	16400	16900	17450	17950
LOWER QUARTILE	12200	12700	13200	13750	14200	14700	15200	15650	16100
LOWER DECILE	10450	10850	11300	11700	12150	12550	13000	13400	13800
MEAN	13400	14000	14650	15300	15900	16450	17000	17550	18050
TOTAL NUMBER	6	18	21	23	20	27	21	35	22
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

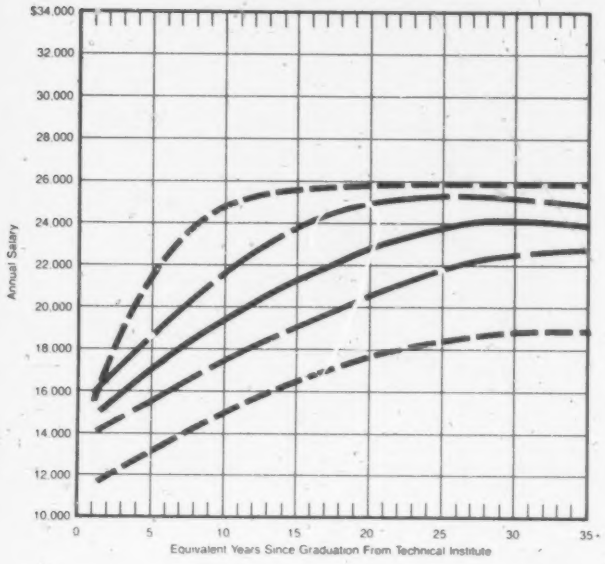
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23150	24300	25100	25550	25850	26050	26100	26150	26200
UPPER QUARTILE	20650	22050	23200	24050	24650	25000	25200	25300	25250
MEDIAN	18850	20100	21150	22000	22650	23150	23450	23750	23900
LOWER QUARTILE	16900	18000	18900	19600	20150	20600	20850	21100	21250
LOWER DECILE	14600	15700	16600	17300	17700	17850	17800	17500	16750
MEAN	19000	20150	21050	21750	22250	22600	22800	22950	23050
TOTAL NUMBER	60	55	50	46	62	64	40	60	67
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

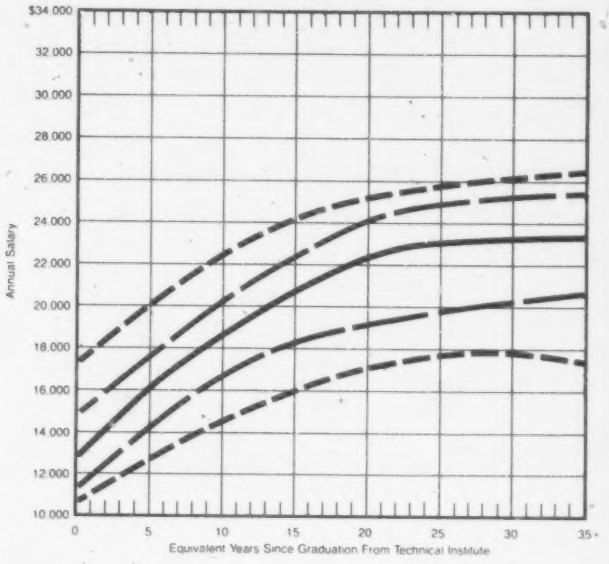
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ENGINEERING SERVICES

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	15550	17350	19000	20450	21700	22700	23450	24100
UPPER QUARTILE	0	15700	16350	17050	17700	18350	19000	19650	20250
MEDIAN	0	15250	15700	16150	16550	17000	17450	17900	18350
LOWER QUARTILE	0	14250	14550	14900	15250	15600	15950	16300	16650
LOWER DECILE	0	11500	11900	12300	12750	13150	13550	13950	14350
MEAN	0	14800	15400	15950	16500	17050	17550	18050	18550
TOTAL NUMBER	1	8	13	5	6	8	8	8	10
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24900	25500	25750	25850	25850	25900	25900	25900	25900
UPPER QUARTILE	21400	22900	24050	24850	25300	25500	25450	25250	24850
MEDIAN	19200	20450	21550	22550	23300	23850	24200	24300	23850
LOWER QUARTILE	17350	18400	19400	20350	21200	21900	22400	22750	22450
LOWER DECILE	15100	16100	16950	17600	18100	18400	18600	18700	18700
MEAN	19500	20700	21650	22350	22850	23150	23350	23450	23450
TOTAL NUMBER	12	20	18	11	15	17	14	8	11
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17050	17700	18300	18950	19500	20100	20600	21150	21600
UPPER QUARTILE	15100	15600	16100	16650	17150	17700	18200	18750	19250
MEDIAN	12600	13300	13950	14650	15300	15950	16550	17150	17700
LOWER QUARTILE	11400	12000	12600	13200	13800	14350	14900	15400	15900
LOWER DECILE	10500	10850	11200	11600	11950	12350	12700	13100	13500
MEAN	13150	13800	14400	15000	15550	16100	16650	17200	17700
TOTAL NUMBER	5	9	7	17	13	18	12	26	12
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

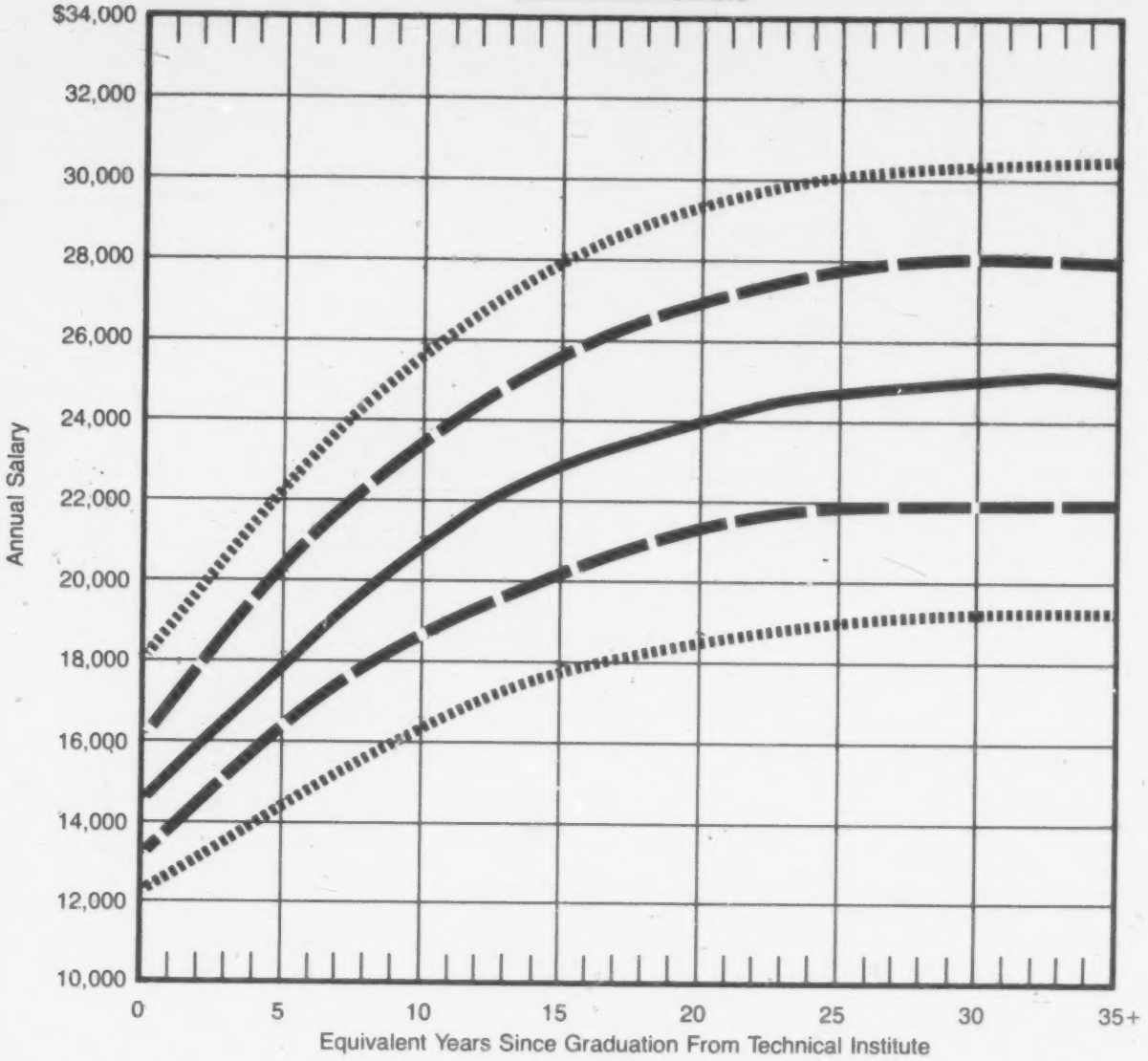
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22500	23600	24500	25150	25600	25950	26150	26300	26350
UPPER QUARTILE	20250	21600	22800	23750	24500	25000	25250	25400	25200
MEDIAN	18750	20100	21150	21950	22550	22950	23200	23400	23500
LOWER QUARTILE	16750	17850	18650	19250	19650	19900	20100	20200	20250
LOWER DECILE	14250	15350	16300	17100	17650	17950	18000	17700	16500
MEAN	18600	19800	20750	21500	22000	22400	22650	22850	22950
TOTAL NUMBER	47	34	32	35	47	47	26	51	56
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ELECTRIC & GAS UTILITIES

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18100	19050	19950	20800	21700	22500	23250	24000	24700
UPPER QUARTILE	16250	17100	17950	18800	19600	20350	21100	21850	22500
MEDIAN	14800	15550	16250	16950	17600	18300	18900	19500	20050
LOWER QUARTILE	13550	14150	14750	15300	15900	16450	16950	17500	17950
LOWER DECILE	12600	13100	13550	14000	14450	14850	15250	15650	16000
MEAN	15150	15850	16550	17250	17900	18500	19150	19700	20250
TOTAL NUMBER	19	93	137	150	207	201	198	160	196
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	1	0	0	0

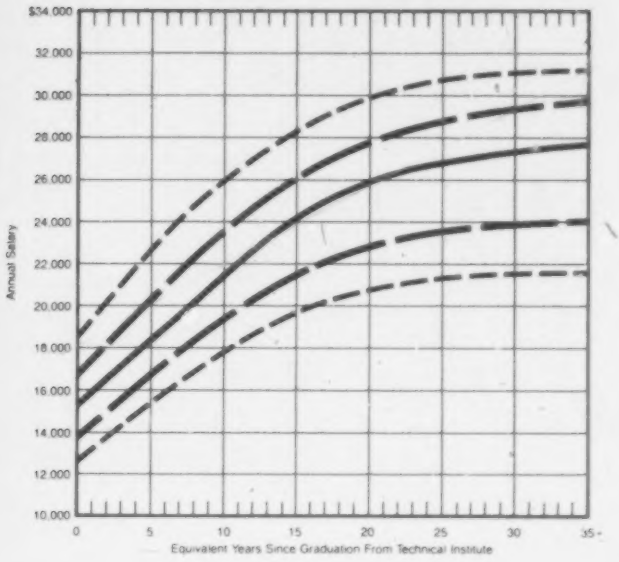
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25900	27400	28450	29200	29700	30050	30250	30400	30450
UPPER QUARTILE	23700	25150	26250	27000	27500	27800	28000	28150	28250
MEDIAN	21100	22350	23250	23950	24400	24750	24950	25100	25150
LOWER QUARTILE	18850	19950	20800	21350	21700	21900	21950	21950	21950
LOWER DECILE	16700	17550	18150	18600	18900	19050	19150	19200	19200
MEAN	21200	22400	23300	23900	24350	24600	24800	24950	25000
TOTAL NUMBER	574	602	637	324	218	199	171	330	361
OVER $44000	3	6	8	8	8	8	8	8	8
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

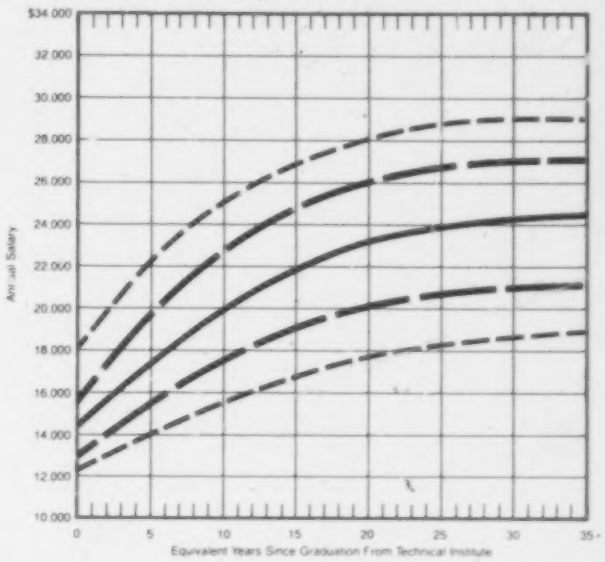
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

ELECTRIC & GAS UTILITIES

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	18200	19150	20050	21000	21850	22700	23500	24250	25000
UPPER QUARTILE	16850	17600	18300	19050	19750	20450	21150	21800	22450
MEDIAN	15150	15850	16550	17200	17900	18550	19200	19850	20450
LOWER QUARTILE	13900	14500	15150	15750	16350	16950	17500	18050	18600
LOWER DECILE	12600	13250	13900	14550	15150	15700	16300	16800	17300
MEAN	15400	16100	16850	17550	18250	18900	19550	20150	20750
TOTAL NUMBER	8	71	91	89	127	123	94	95	94
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	1	0	1	0	0	1	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26250	27800	28950	29800	30350	30750	30950	31150	31250
UPPER QUARTILE	23650	25200	26500	27500	28300	28850	29250	29600	29800
MEDIAN	21600	23100	24400	25400	26200	26800	27200	27550	27750
LOWER QUARTILE	19650	20950	22000	22800	23350	23650	23850	23950	24000
LOWER DECILE	18200	19250	20100	20650	21050	21300	21450	21550	21550
MEAN	21850	23250	24400	25250	25850	26300	26600	26850	27000
TOTAL NUMBER	238	274	375	119	83	59	58	109	81
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	17900	18800	19650	20550	21350	22150	22900	23600	24250
UPPER QUARTILE	15750	16600	17450	18300	19100	19900	20600	21350	22000
MEDIAN	14400	15100	15750	16400	17050	17650	18250	18800	19350
LOWER QUARTILE	13050	13600	14150	14700	15200	15700	16200	16650	17100
LOWER DECILE	12500	12850	13200	13600	13950	14250	14600	14900	15200
MEAN	14750	15450	16100	16750	17350	17950	18550	19050	19600
TOTAL NUMBER	11	22	46	61	80	78	96	65	102
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	25400	26750	27650	28250	28600	28850	28950	29050	29050
UPPER QUARTILE	23150	24600	25600	26250	26650	26900	27000	27100	27100
MEDIAN	20350	21550	22500	23150	23600	23950	24150	24300	24400
LOWER QUARTILE	17900	18900	19650	20200	20550	20850	21000	21150	21200
LOWER DECILE	15750	16500	17100	17550	17950	18200	18450	18600	18750
MEAN	20500	21650	22450	23050	23450	23750	23900	24050	24100
TOTAL NUMBER	336	328	262	205	135	140	113	221	280
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

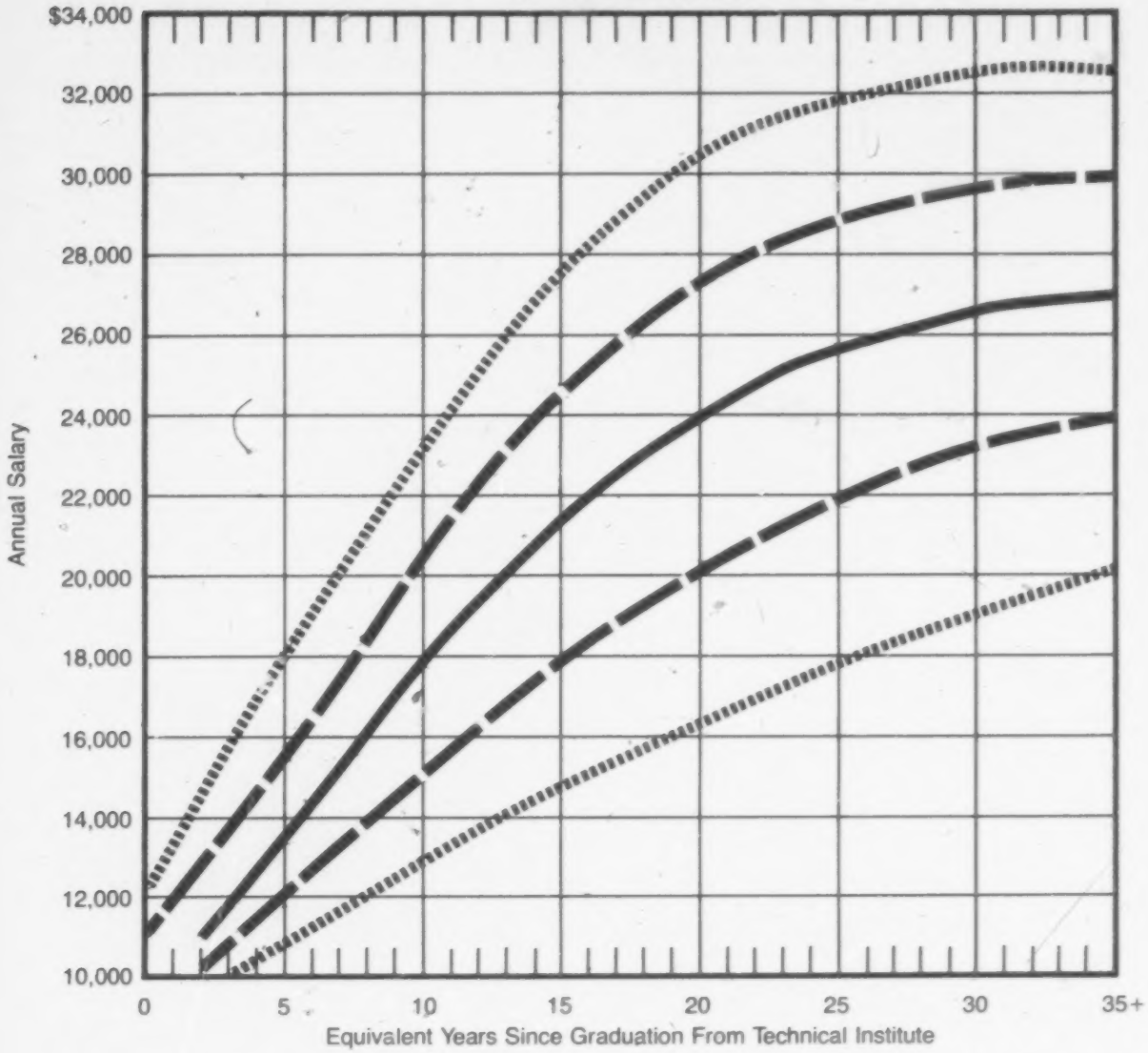
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

CURVES AND TABLES FOR GOVERNMENT

FEDERAL GOVERNMENT

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	12350	0	14600	15750	16900	18100	19300	20450	21550
UPPER QUARTILE	10950	0	12750	13700	14700	15650	16650	17600	18600
MEDIAN	9400	0	10950	11750	12500	13450	14350	15200	16050
LOWER QUARTILE	9000	0	10100	10650	11250	11850	12450	13100	13700
LOWER DECILE	8950	0	9700	10100	10500	10900	11300	11700	12100
MEAN	10400	0	11800	12550	13300	14100	14850	15600	16400
TOTAL NUMBER	11	3	8	8	6	11	12	19	20
OVER $40000	0	0	0	0	0	0	0	0	0
UNDER $10000	10	2	2	2	1	3	0	1	1

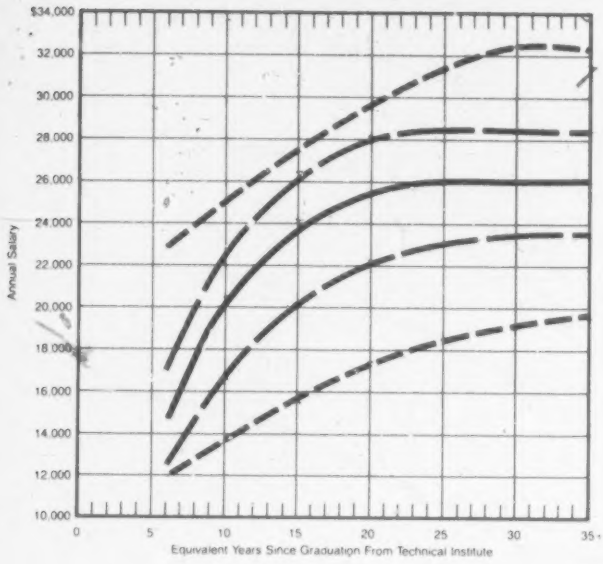
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	23650	26400	28600	30150	31250	32000	32400	32700	32800
UPPER QUARTILE	20450	23000	25150	26800	28050	28900	29400	29800	29950
MEDIAN	17750	20150	22150	23750	24950	25800	26400	26850	27100
LOWER QUARTILE	14950	16800	18500	19950	21200	22150	22900	23550	24050
LOWER DECILE	12950	14150	15350	16400	17350	18150	18800	19500	20100
MEAN	17900	20000	21850	23350	24550	25400	26050	26550	26850
TOTAL NUMBER	65	61	73	73	87	81	85	169	168
OVER $40000	0	0	0	0	0	0	0	0	0
UNDER $10000	2	0	1	1	0	0	2	0	0

LEGEND

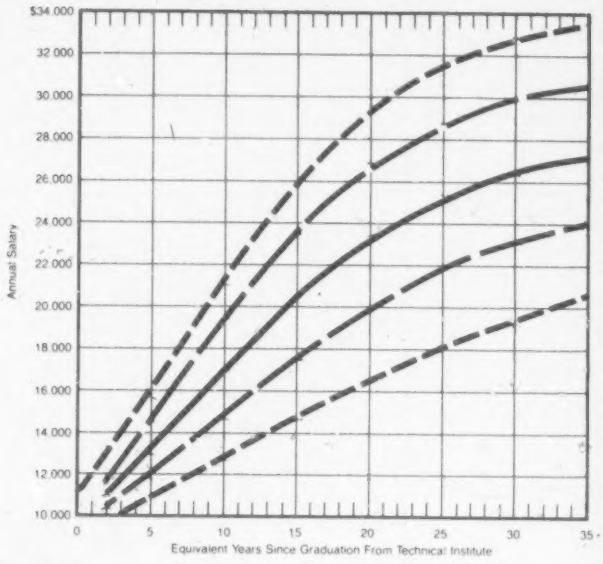
- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

FEDERAL GOVERNMENT

2-YEAR GRADUATES



NON-GRADUATES



2-YEAR GRADUATES

YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	22900	23400	23900
UPPER QUARTILE	0	0	0	0	0	0	16950	18600	20100
MEDIAN	0	0	0	0	0	0	14350	16050	17700
LOWER QUARTILE	0	0	0	0	0	0	12250	13350	14450
LOWER DECILE	0	0	0	0	0	0	11800	12200	12700
MEAN	0	0	0	0	0	0	16050	17050	18000
TOTAL NUMBER	0	0	2	3	3	1	5	7	7
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24900	26450	27900	29250	30450	31500	32250	32800	32350
UPPER QUARTILE	22700	25450	27050	27950	28400	28600	28700	28750	28750
MEDIAN	20400	23200	24700	25400	25750	25900	26000	26000	26000
LOWER QUARTILE	16500	19050	20850	22000	22700	23100	23300	23400	23400
LOWER DECILE	13650	14900	16050	17000	17800	18350	18800	19200	19500
MEAN	19700	21850	23400	24500	25150	25600	25850	26000	26050
TOTAL NUMBER	23	20	22	26	20	15	22	33	27
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

NON-GRADUATES

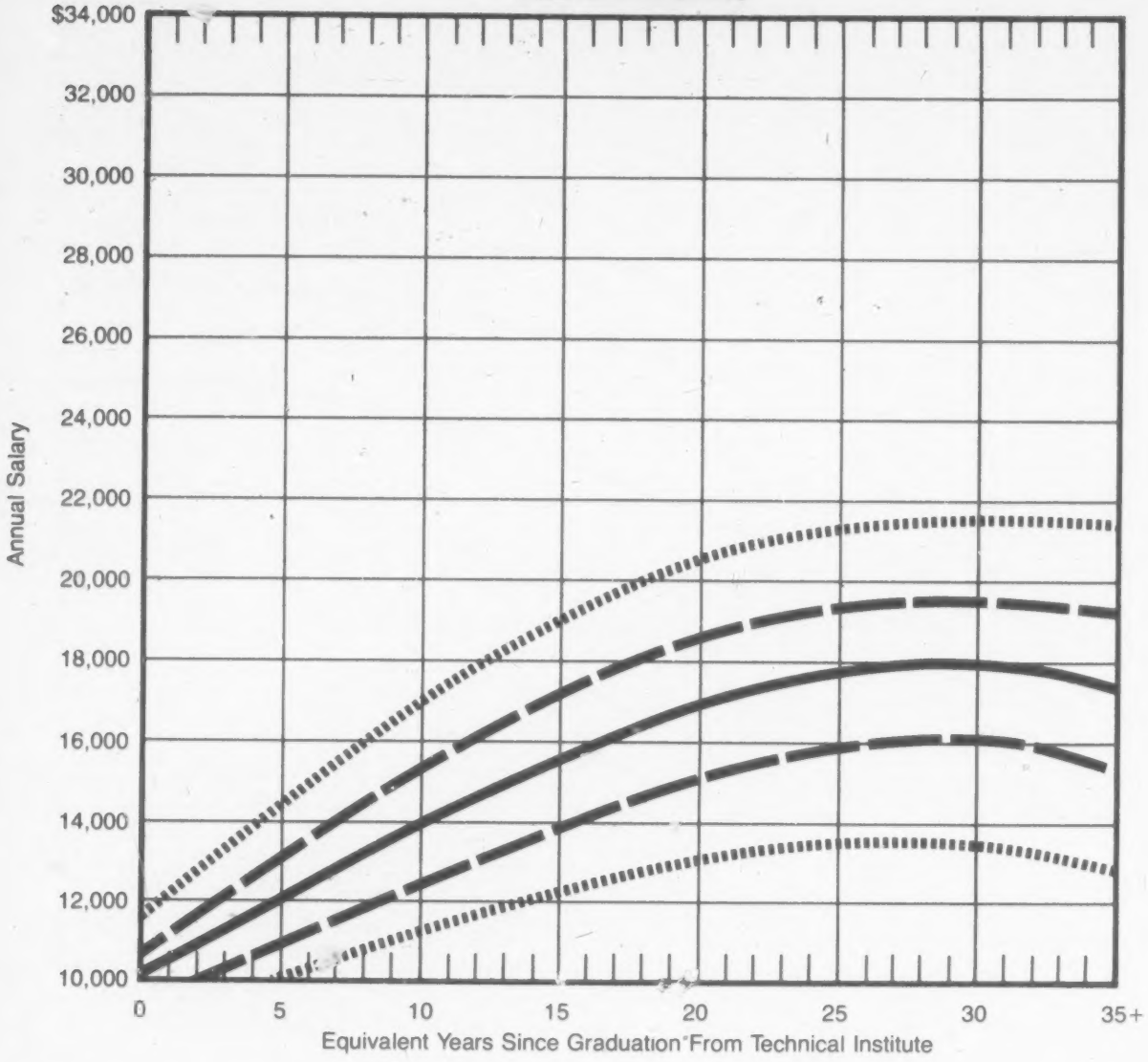
YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	11050	0	12850	13800	0	15800	16850	17900	18950
UPPER QUARTILE	9900	0	11600	12550	0	14450	15400	16400	17400
MEDIAN	9500	0	10850	11550	0	13050	13800	14600	15350
LOWER QUARTILE	9050	0	10100	10650	0	11800	12400	13000	13600
LOWER DECILE	9050	0	9750	10150	0	10900	11300	11700	12100
MEAN	9750	0	11100	11800	0	13250	14000	14750	15500
TOTAL NUMBER	11	3	6	5	3	10	7	12	13
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	10	2	2	2	1	3	0	1	1

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21050	24050	26700	28900	30650	31900	32750	33400	33750
UPPER QUARTILE	19300	22050	24450	26400	27850	28900	29600	30150	30400
MEDIAN	16950	19150	21200	23000	24400	25500	26300	26950	27300
LOWER QUARTILE	14800	16550	18200	19650	20900	21900	22650	23350	23900
LOWER DECILE	12850	14050	15200	16340	17250	18150	18850	19650	20400
MEAN	17000	19200	21150	22850	24200	25250	26050	26700	27100
TOTAL NUMBER	45	61	51	47	67	66	63	136	133
OVER $44000	6	0	0	0	0	0	0	0	0
UNDER $10000	2	0	1	1	0	0	2	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

STATE GOVERNMENT
ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	11700	12250	12800	13350	13900	14500	15050	15600	16150
UPPER QUARTILE	10850	11300	11750	12200	12700	13150	13600	14100	14550
MEDIAN	10100	10450	10850	11200	11600	11950	12350	12750	13150
LOWER QUARTILE	9500	9750	10050	10350	10600	10900	11200	11500	11800
LOWER DECILE	8950	9150	9400	9600	9850	10100	10350	10550	10800
MEAN	10350	10700	11100	11450	11800	12200	12550	12950	13300
TOTAL NUMBER	24	66	90	116	158	168	176	176	183
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	18	24	21	21	14	13	9	12	7

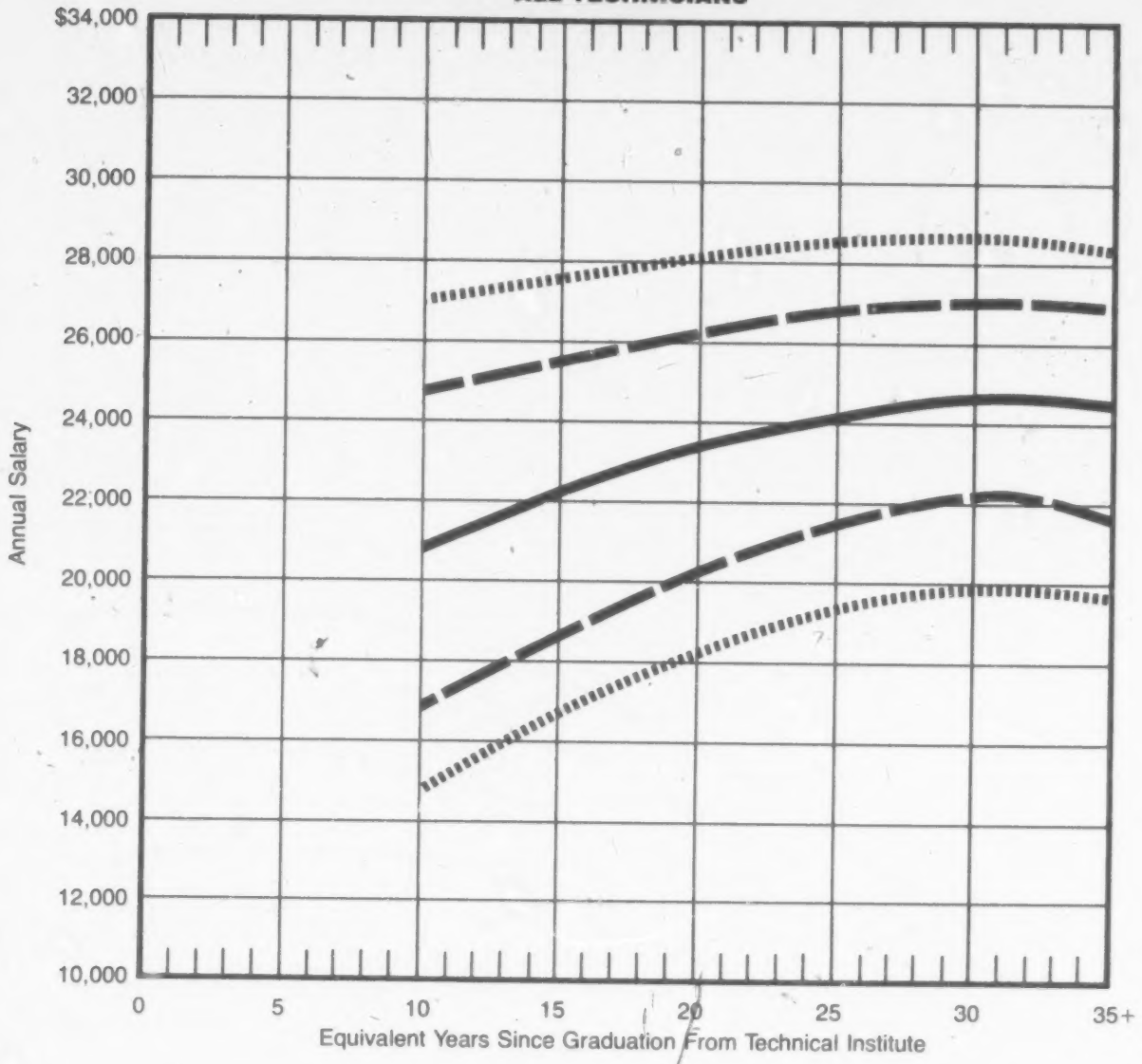
YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	17150	18550	19700	20550	21100	21450	21550	21500	21250
UPPER QUARTILE	15450	16700	17750	18600	19150	19500	19650	19650	19350
MEDIAN	13900	15000	16000	16850	17500	17900	18050	17950	17200
LOWER QUARTILE	12400	13250	14100	14850	15500	15950	16150	16100	15100
LOWER DECILE	11250	11950	12550	13050	13450	13700	13750	13600	12600
MEAN	14050	15100	16050	16850	17450	17800	17950	17850	17150
TOTAL NUMBER	531	717	690	684	522	431	275	354	423
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	18	8	3	3	4	1	1	4	1

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

LOCAL GOVERNMENT

ALL TECHNICIANS



YEARS	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	0	1	3	4	1	4	3
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

YEARS	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27100	27450	27750	28050	28250	28350	28450	28450	28250
UPPER QUARTILE	24650	25250	25800	26250	26600	26900	27100	27200	26950
MEDIAN	20750	21650	22450	23150	23750	24200	24500	24650	24200
LOWER QUARTILE	16800	17950	19000	20000	20850	21550	22000	22200	21450
LOWER DECILE	15000	16150	17200	18150	18950	19500	19850	20000	19650
MEAN	20850	21650	22400	23050	23600	24000	24300	24450	24100
TOTAL NUMBER	18	31	10	31	26	34	33	48	45
OVER $44000	0	0	0	0	0	0	0	0	0
UNDER $10000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

APPENDIX

PARTICIPANTS IN THE 1981 SURVEY

Respondents to the 1981 survey are listed on the following pages in accordance with their employer group. In some cases, the respondent's group was not known or was not used in this report; such companies are not listed here, and their data has only been included in the Weighted National Averages.

AEROSPACE

Aeronco, Inc.
Bendix Corp.
Gulton Industries
Helix Technology Corp.
Jet Elect. & Tech., Inc.
Kaman Aerospace Corp.
Pan American World Airways, Inc.
Rocket Research Co.
Sundstrand Corp.

CHEMICALS

Bennetts
EB Industries
FMC Corp., Alkali Chemicals
Mississippi Chemicals
Nalco Chemical
National Lead Co.
Polyvinyl Chemical Industries
Rilsan Industries
Rohm & Haas
Stauffer Chemicals
Union Carbide Agricultural Products

CONSTRUCTION

Al Johnson Construction Co.
Dravo Corp.
M.K. Eby Construction Co.
Northwest Electric
Pendleton Construction Corp.
Peter Kiewit Sons, Inc.
Rust Engineering Co.
W.M. Lyles Co.
Wismer & Becker Contracting Engineers

CONSULTING

Alfred Benesch & Co.
Alvord, Burdick & Howson
Bank Building Corp.
Benedict, Bowman, Craig & Moos
Burgess & Niple, Ltd.
Camp Dresser & McKee
Capitol Engineering
Ch2M Hill, Inc.
C.R. Velzy Assoc.
Daily & Associates
Dappolonia Consulting
Ebasco Services, Inc.
Eswards & Kelcey Organization
E.S. Preston Assoc.
Fairbrother & Gunther
Gennett, Fleming, Corddry & Carpenter
Goodkind & O'Dea, Inc.
Greeley and Hansen
Hardesty & Hanover
Harza Engineering Co.
Howard, Needles, Tammen & Bergendorf
McNamee Porter & Seeley
Mueser, Rutledge, Johnston, Desimone
Richardson Gordon & Assoc.
Ruth & Going, Inc.
Shaffer, Johnston, Lichten, Walter & Assoc.
Stanley Consultants, Inc.
Teledyne Engineering Services
URS Forrest & Cotton
Wallace, Holland, Kastler, Schmitz Co.
Warren & Von Praag

ELECTRIC & ELECTRONIC EQUIPMENT

American Sign & Indicator
Computer Research, Inc.
Dentsply International
Dictaphone Corp.
Digital Communications Corp.
Dynamic Controls
Electro Corp.
Emerson Electric Co.
E-Systems, Inc.
Evans & Sutherland
Formation, Inc.
Gulf & Western
Harris Controls
Hazeltine Corp.
Health Co.
High Voltage Engineering Co.
Hoover Co.
King Labs
Lake Center Industries
Litton Systems
Lockheed Electronics
Lutron Electronics
Magnovox Consumer Electronics
Microwave Semiconductors
Milwaukee Electric Tools
Modular Power Systems
Preformed Line Products
Pyrotronics Corp.
Rogers Corp.
Switch Co.
Taylor Instruments
Walter Kidde & Co.

ELECTRIC & GAS UTILITIES

Algonquin Gas Transmission Co.
Allegheyn Power Service Corp.
American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Power & Light Co.
Carolina Power & Light
Central Hudson Gas & Electric
Dairyland Power Corp.
D.B. Carey
Detroit Edison Co.
El Paso Natural Gas
Electric Power Board of Chatanooga
EVA Service Corp.
Houston Light & Powe. Co.
Indianapolis Power & Light Co.
Iowa Electric Light & Power Co.
Missouri Power Co.
Nebraska Public Power District
New York State Electric & Gas
Orange & Rockland Utilities
Panhandle Eastern Pipe Line Co.
Pennsylvania Power and Light Co.
Savannah Electric & Power
Texas Gas Transmission Co.
Texas Utilities
United Gas Pipe Line Co.
Washington Water Power Co.
Wisconsin Electric Power

ENGINEERING SERVICES

Bolt, Beranek & Newman
Charles River
Computer Sciences
Dayton T. Brown Co.
Dresser Engineering Co.
EG&G Inc.

INSTRUMENTS

Bailey Meter Co.
Dentsply International
Instrumentation Lab
Ionics, Inc.
Sperry Flight Systems

MACHINERY

Artisan Industries
Buffalo Forge Co.
Chemcut Corp.
Deister Concentrator
Gast Mfg. Corp.
Gehl Co.
Hyster Co.
International Harvester
Markem Corp.
Penerin Milinor Corp.
Roper Pump Co.
Tuthill Pumps
Weber Marking Systems

METAL INDUSTRIES

Acco Chain Division
ACF Industries, Inc.
American Motors
Ansul Col
Buffalo Forge Co.
Butler Mfg.
Century Brass Products
Duo-Fast Corp.
Fafnir Bearing
FMC Corp.
Hobart Corp.
Ideal Corp.
International Nickel
Jacuzzi Bros., Inc.
Johnson Division, UOP
Walter Kidde & Co.
Lake Center Industreis
Lilliston Corp.
NRC, Inc.
Petersen Mfg. Co.
Phelps Dodge Magnet Wire
Rochester Copr.
Rockwell International
Standard Steel
United Nuclear Corp.
Whirlpool Corp.
Worcester Controls
Wyman Gorden Co.

RESEARCH & DEVELOPMENT

Argonne National Lab
Arinc Research Corp.
Asarco Inc.
Astronomy Observatory
Batelle, Columbus
Batelle, Northwest
Bell Telephone Labs
Brookhaven National Lab
Dart Industries, Inc.
Eaton Corp.
Enesco, Inc.

Fermi National Accelerator
Ferro Corp.
Gould Labs
Halcon Research & Dev. Co.
Jet Propulsion Lab
Mechanical Technology, Inc.
Philips Labs
PPG Industries
PR Mallory & Co.
Rand Corp.
Sandia National Labs
Thrmo Electron
Weyerhaeuser Co.
Woods Hole Oceanographic Institute

FEDERAL GOVERNMENT

Air Force, 100 Combat Support Group
Bonneville Power Administration
Lockheed Electronic WSTF
Nasa/Ames Research Center
Naval Ocean System Center
Naval Ship Weapons Systems
Sharpe Army Dep't.
Toiyabe National Forest
Western Area Power Administration

STATE GOVERNMENT

Alabama Dep't. of Highways
Arkansas Dep't. of Highways
Massachusetts Public Works Dep't.
Missouri Dep't. of Highways
North Carolina Dep't. of Transportation
North Dakota State Highway Dep't.
Utah Dep't. of Transportation
Virginia Highway District
Washington Suburban Sanitary Commission
Wisconsin Dep't. of Transportation

LOCAL GOVERNMENT

Central Nebraska Public Power
Cincinnati Dep't. of Public Works
Dayton Dep't. of Water
Los Angeles Dep't. of Communication
Los Angeles Road Dep't.
Milwaukee Bureau of Engineers
Norfolk Dep't. of Utilities
Portland Water Works
St. Paul Public Works Dep't.
St. Paul Water Utlity

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

SALARIES OF ENGINEERING TECHNICIANS AND TECHNOLOGISTS 1981

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: _____

Address: _____

City: _____ State: _____ Zip Code: _____

2. Name and title of person responsible for data: _____

Tel. No. ( )-_____

RETURN THIS ENTIRE DATA FORM TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-644-7840

ENGINEERING MANPOWER COMMISSION

MEMBER SOCIETIES
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American Institute of Mining, Metallurgical & Petroleum Engineers, Inc.
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The Institute of Electrical & Electronics Engineers
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American Society of Agricultural Engineers
American Institute of Chemical Engineers
American Society for Metals
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Allied Weight Engineers, Inc.
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineering Society
American Institute of Industrial Engineers, Inc.
Society of Women Engineers
Society of Fire Protection Engineers
American Institute of Plant Engineers
American Nuclear Society
American Academy of Environmental Engineers
American Association of Cost Engineers
System Safety Society
Association of Energy Engineers
American Indian Science & Engineering Society

ASSOCIATE SOCIETIES
Air Pollution Control Association
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Federation of Materials Societies

REGIONAL SOCIETIES
Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Colorado Society of Engineers
Colorado Engineering Council
Engineering Societies of New England, Inc.

To Corporate Salary Administrators and Other Personnel Executives:

The Engineering Manpower Commission will conduct its salary survey of engineering technicians and technologists annually, as of 1981. As a significant employer of technology personnel you are invited to participate in this year's survey. The rates submitted should be those in effect April 1, 1981. Salaries for those who graduated in the first quarter of 1981 should be combined with 1980 graduates. Your reply is requested to reach this office by May 18, 1981. We regret that any data received later than May 29, 1981 cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific employment group.

We recognize that the job of an engineering technician varies from industry to industry, and our definition is therefore a general one. Technicians, as defined for this survey, perform work which requires the application of scientific and engineering principles and practical technology, and may include some functions customarily performed by engineers or scientists. Their responsibilities do not fit the definition of "professional" as defined in the Fair Labor Standards Act but do require at least two years of full-time technical education beyond high school or the equivalent in industrial training and experience. They may or may not work under the direction of engineers or scientists.

This questionnaire is designed in three sections and rates should be reported as such for each group as follows:

1. Graduates of formal two-year technician education programs who are working as technicians and have not been promoted to engineering or managerial positions, are to be reported in the first section of the form.

2. Technicians performing work that would normally require the same education as in Section 1, but who do not have the same formal academic qualifications, are to be reported in the second section.

3. *Graduates of Bachelor's Degree Programs in Engineering or Industrial Technology* only are to be reported in the third section.

Please Note: Graduates of ENGINEERING PROGRAMS are NOT to be included in this survey.

You are probably already familiar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as academic rank and degree level.

The Salary Survey of Engineering Technicians and Technologists has been conducted biennially since 1969 by the Engineering Manpower Commission of the American Association of Engineering Societies (formerly the Engineers Joint Council). Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J. Sheridan

Patrick J. Sheridan
Manager, Manpower Activities

SALARIES OF ENGINEERING TECHNICIANS - 1981

IMPORTANT—please read carefully before filling out form.

This form gives the distribution of employed engineering technicians and technologists as a function of salary bracket, years of experience as measured by age or years since graduation, and formal education received. Separate sections of the form are set aside for three levels of education. Each individual is to be reported only in the section corresponding to the highest educational level achieved, in the column corresponding to his year of graduation. Please use numbers not tick marks as indicated in the example on reverse. If year of graduation cannot be ascertained, report by age.

SALARY should include base salary before deductions, and any predictable supplementary payments such as cost of living differential, etc. Do not include unpredictable payments for overtime work, bonuses, etc.

	ANNUAL SALARY	ASSOCIATE DEGREE GRADUATES[1] by year of degree or age																	
		1981 (20)	1980 (21)	1979 (22)	1978 (23)	1977 (24)	1976 (25)	1975 (26)	1974 (27)	1973 (28)	1970-1972 (29-31)	1967-1969 (32-34)	1964-1966 (35-37)	1961-1963 (38-40)	1958-1960 (41-43)	1955-1957 (44-46)	1952-1954 (47-49)	1947-1951 (50-54)	Before 1947 (55+)
101	$44,000 & over																		
102	$42,000 - 43,999																		
103	$40,000 - 41,999																		
104	$38,000 - 39,999																		
105	$36,000 - 37,999																		
106	$34,000 - 35,999																		
107	$32,000 - 33,999																		
108	$30,000 - 31,999																		
109	$28,000 - 29,999																		
110	$26,000 - 27,999																		
111	$24,000 - 25,999																		
112	$22,000 - 23,999																		
113	$20,000 - 21,999																		
114	$19,000 - 19,999																		
115	$18,000 - 18,999																		
116	$17,000 - 17,999																		
117	$16,000 - 16,999																		
118	$15,000 - 15,999																		
119	$14,000 - 14,999																		
120	$13,000 - 13,999																		
121	$12,000 - 12,999																		
122	$11,000 - 11,999																		
123	$10,000 - 10,999																		
124	Less than $10,000																		

	ANNUAL SALARY	NON-GRADUATES[2] by age																	
		(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29-31)	(32-34)	(35-37)	(38-40)	(41-43)	(44-46)	(47-49)	(50-54)	(55+)
201	$44,000 & over																		
202	$42,000 - 43,999																		
203	$40,000 - 41,999																		
204	$38,000 - 39,999																		
205	$36,000 - 37,999																		
206	$34,000 - 35,999																		
207	$32,000 - 33,999																		
208	$30,000 - 31,999																		
209	$28,000 - 29,999																		
210	$26,000 - 27,999																		
211	$24,000 - 25,999																		
212	$22,000 - 23,999																		
213	$20,000 - 21,999																		
214	$19,000 - 19,999																		
215	$18,000 - 18,999																		
216	$17,000 - 17,999																		
217	$16,000 - 16,999																		
218	$15,000 - 15,999																		
219	$14,000 - 14,999																		
220	$13,000 - 13,999																		
221	$12,000 - 12,999																		
222	$11,000 - 11,999																		
223	$10,000 - 10,999																		
224	Less than $10,000																		

	ANNUAL SALARY	BACHELORS OF TECHNOLOGY DEGREE GRADUATES[3] by year of degree or age																
		1981 (22)	1980 (23)	1979 (24)	1978 (25)	1977 (26)	1976 (27)	1975 (28)	1974 (29)	1973 (30)	1970-1972 (31-33)	1967-1969 (34-36)	1964-1966 (37-39)	1961-1963 (40-42)	1958-1960 (43-45)	1955-1957 (46-48)	1952-1954 (49-51)	1947-1951 (52-56)	Before 1947 (57+)
301	$44,000 & over																		
302	$42,000 - 43,999																		
303	$40,000 - 41,999																		
304	$38,000 - 39,999																		
305	$36,000 - 37,999																		
306	$34,000 - 35,999																		
307	$32,000 - 33,999																		
308	$30,000 - 31,999																		
309	$28,000 - 29,999																		
310	$26,000 - 27,999																		
311	$24,000 - 25,999																		
312	$22,000 - 23,999																		
313	$20,000 - 21,999																		
314	$19,000 - 19,999																		
315	$18,000 - 18,999																		
316	$17,000 - 17,999																		
317	$16,000 - 16,999																		
318	$15,000 - 15,999																		
319	$14,000 - 14,999																		
320	$13,000 - 13,999																		
321	$12,000 - 12,999																		
322	$11,000 - 11,999																		
323	$10,000 - 10,999																		
324	Less than $10,000																		

[1]Technical institute education usually embraces a two-year post-high school program leading to an associate degree or certificate in some branch of engineering technology. Include graduates of technical programs in community colleges or other institutions.

[2]Non-graduate engineering technicians are those who are qualified by training and experience to perform work that would normally require a two-year technical institute education, but do not have a formal degree.

[3]Four-year programs leading to a bachelor's degree in engineering technology or industrial technology, but not an engineering degree.

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Example of Completed form:

Please report the number of individuals in each appropriate block as indicated below. Use numerals, not tick marks.

	ANNUAL SALARY	ASSOCIATE DEGREE GRADUATES[1] by year of degree or age													
		1981 (20)	1980 (21)	1979 (22)	1978 (23)	1977 (24)	1976 (25)	1975 (26)	1974 (27)	1973 (28)	1970-1972 (29-31)	1967-1969 (32-34)	1964-1966 (35-37)	1961-1963 (38-40)	1958-1960 (41-43)
101	$44,000 & over														
102	$42,000 - 43,999														
103	$40,000 - 41,999														
104	$38,000 - 39,999														
105	$36,000 - 37,999														
106	$34,000 - 35,999														
107	$32,000 - 33,999														
108	$30,000 - 31,999											1			
109	$28,000 - 29,999									6	1		2		
110	$26,000 - 27,999								4		4				
111	$24,000 - 25,999							6	21	19	2	1			
112	$22,000 - 23,999						1	15	8	2					
113	$20,000 - 21,999					2	2		10		1				
114	$19,000 - 19,999					4	5	2							
115	$18,000 - 18,999						1								

$2,000 intervals

Membership of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

MEMBER SOCIETIES

American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
American Society for Metals
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Allied Weight Engineers, Inc.
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineering Society
American Institute of Industrial Engineers, Inc.
Society of Women Engineers
Society of Fire Protection Engineers
American Institute of Plant Engineers
American Nuclear Society
American Academy of Environmental Engineers
American Association of Cost Engineers
System Safety Society
Association of Energy Engineers
American Indian Science & Engineering Society

ASSOCIATE SOCIETIES

Air Pollution Control Association
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Federation of Materials Societies

REGIONAL SOCIETIES

Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Colorado Society of Engineers
Colorado Engineering Council
Engineering Societies of New England, Inc.

ENGINEERING MANPOWER
COMMISSION

of

American Association
of
Engineering Societies
345 East 47th Street
New York, New York 10017
(212) 644-7104

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(Please also complete other side)

SALARIES OF ENGINEERING TECHNICIANS - 1981

A survey being conducted by the
ENGINEERING MANPOWER COMMISSION
of the American Association of Engineering Societies

Please complete and return this form to:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, N.Y. 10017

...as promptly as possible but not later than May 29, 1981

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following new procedure:

DO NOT put your name and address on this part of the form, but fill in the information for questions 1-5 to enable correct classification of your reply.

FILL OUT THE TEAR-OFF STRIP giving the name of the reporting organization and the person to contact. **DO NOT DETACH** the strip, but return the entire completed form to EMC.

If we do not receive a name and address strip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the page entitled "How We Keep Your Salary Data Confidential."

1. Product or service code of organization (see below for preferred categories): _____
2. Total number of employees in organization or unit covered by this report (approx): _____
3. Please indicate state or states in which these technicians are predominantly employed, for purposes of determining regional salary differences: _____
4. If any employed engineering technicians are NOT included in this report, please give such additional number and reason for omission.

Number: _____

Reason: _____

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
- 31 Aerospace
- 37 Automotive & railroad equipment
- 35 Business machines
- 51 Ceramic products, stone, clay, glass, cement
- 11 Chemicals, drugs, plastics
- 21 Electrical machinery & equipment
- 26 Electronic equipment
- 52 Food products
- 34 Instruments (precision)
- 56 Lumber & wood products
- 36 Machinery (other than electrical)
- 42 Metal products, fabricated
- 41 Metals, basic
- 46 Ordnance
- 53 Paper products
- 18 Petroleum
- 55 Rubber & plastic products fabricated
- 38 Shipbuilding
- 54 Textile products
- 59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
- 88 Business, trade, publishing
- 81 Communication services
- 68 Construction
- 71 Consultants, engineering & architectural
- 73 Engineering services, other
- 61 Mining
- 74 Research organizations & laboratories
- 84 Transportation services
- 86 Electric Utilities
- 87 Gas Utilities & Pipelines

Government (Specify Level)
- 01 Federal
- 02 State
- 03 Local

Educational Institutions (Specify Type)
- 91 Colleges & universities
- 93 Technical institutes & junior colleges
- 94 Professional societies & non-profit institutions

Note: Academic salaries should be reported on a 12 month basis. To convert 9 month salary levels to 12 month salary levels, multiply by 12/9.

AMERICAN ASSOCIATION
OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE: 212-644-7840

Engineering Manpower Commission

MEMBER SOCIETIES
American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
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Standards Engineers Society
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Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES
Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES
Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society, New Jersey Chapter, Inc.
Danville Engineers Club

EMC Policy Regarding Salary Survey Participants

It is our practice to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else.

Decisions of the National Labor Relations Board in connection with certain collective bargaining situations have led us to tighten our procedures for handling salary survey data. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken.

1. Company identification does not appear on the data section of salary questionnaires but is provided on a detachable address sheet. After the return has been checked for completeness, the respondent's name is removed from our follow-up list and the address sheet is permanently separated from the filled-out data form.

2. Respondents' data will not be disclosed to unauthorized persons under any circumstances.

3. No statistics will be published for any employer group consisting of less than five (5) respondents.

4. Statistics will be based on data exactly as reported by survey respondents unless a single employer's return would account for more than one half of the salaries in a group. In such cases, which occur only rarely, the data will be weighted in our computer program to prevent a single employer from unduly dominating the salary statistics for a group in which his data are included.

5. The names of participating employers will be listed in an appendix to our detailed reports intended primarily for use by salary administrators. They will not normally be published in the regular salary reports intended for general distribution. Nothing will be published that could possibly result in disclosing a participating employer's individual salary data.

6. The names of individuals filling out the survey forms will not be published.

7. If any returns are received requesting that the respondent not be identified, these will be returned to the respondent. Anonymous returns will normally not be included in the survey statistics.

AMERICAN ASSOCIATION
OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE: 212-644-7840

ENGINEERING MANPOWER COMMISSION

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Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

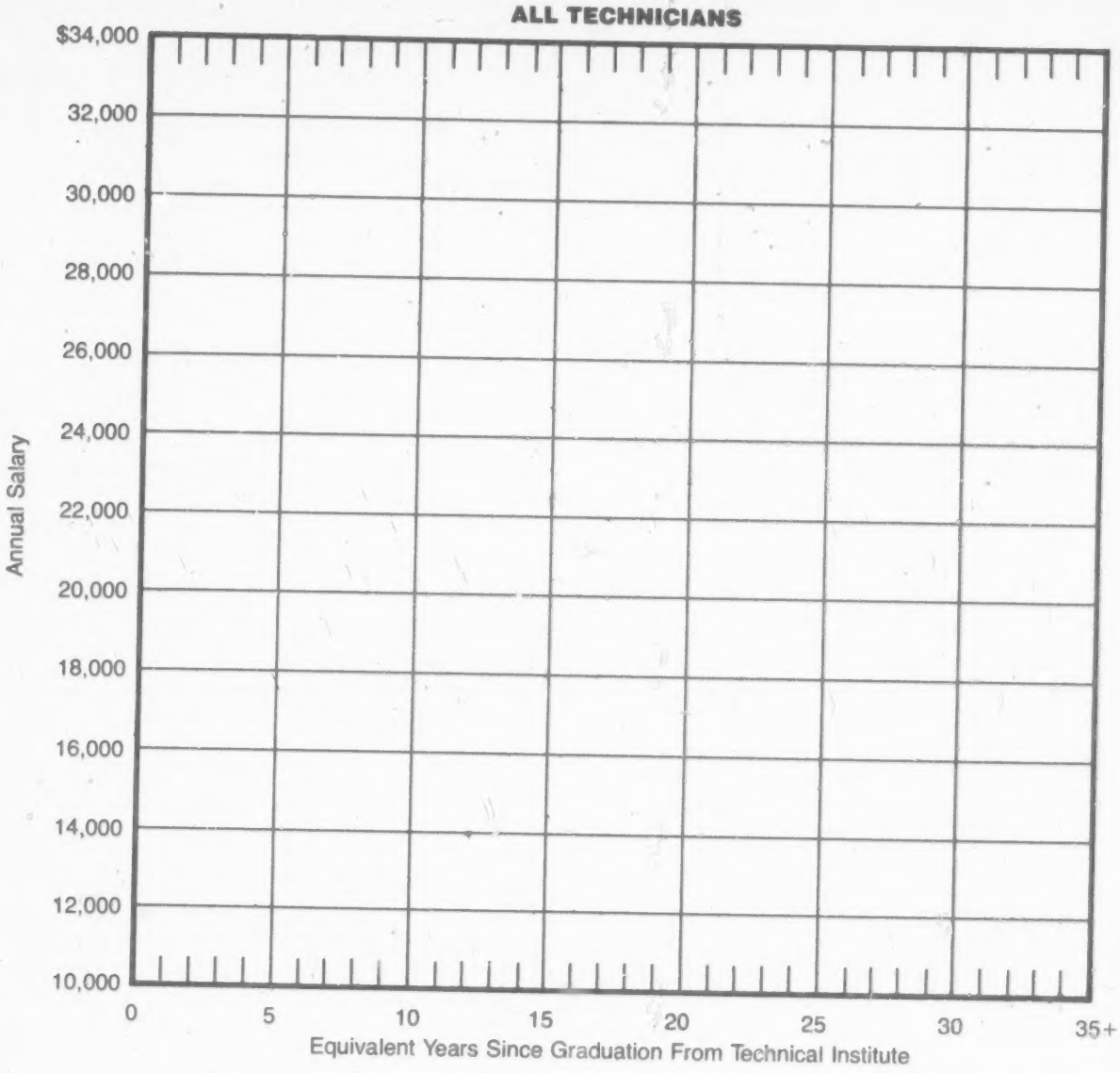
REGIONAL SOCIETIES
Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society, New Jersey Chapter, Inc.
Danville Engineers Club

HOW WE KEEP YOUR SALARY DATA CONFIDENTIAL

Outsiders CANNOT gain access to your confidential salary data when you participate in the Engineering Manpower Commission survey of engineers' salaries. Why can't this happen with the EMC surveys? Because EMC is an independent "third party" with no vested interest in any particular employer's salary data. Our parent organization, the American Association of Engineering Societies, is a non-profit federation of engineering societies, whose members are professionals. Since AAES cannot become involved in collective bargaining between a company and a union, neither side can claim a right to information in our hands.

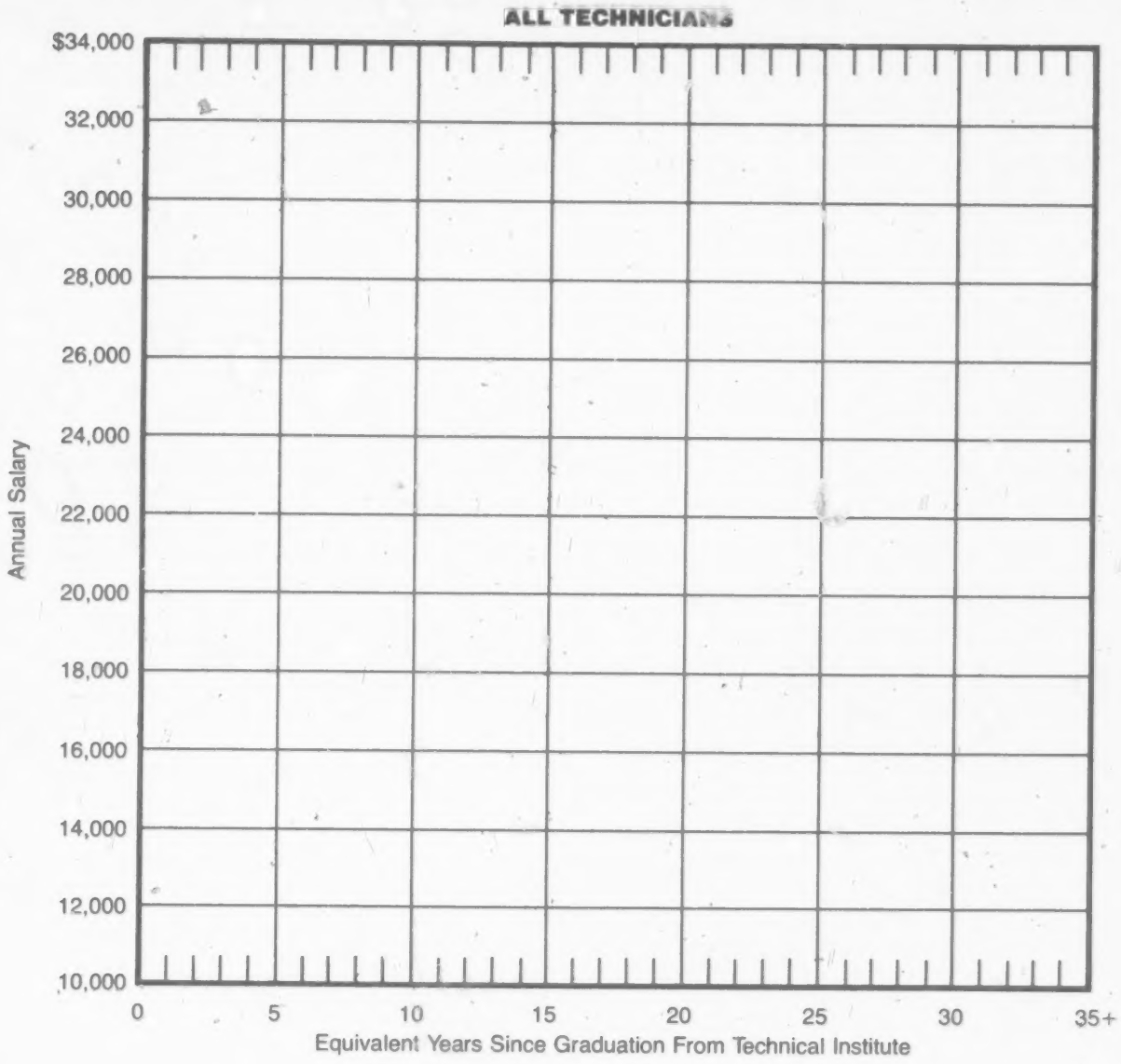
We think this is important, because outside parties may legally obtain data you thought was confidential if you exchange salary data with other employers by mail or phone. If one of the participating companies is bargaining with a union, all of the survey information -- including that identified with each company -- may have to be furnished to the union.

But we want to be absolutely sure. Even though no respondent's confidence has ever been violated since our surveys were started in 1953, we are now eliminating all employer identification from the salary data forms. Once we have checked off receipt of a reply on our surveys list (necessary to avoid follow-up of employers who have already replied as well as to identify participants in each survey) no one will be able to tell what data came from what respondent. It's something we don't need in order to produce salary curves and we think participants will be glad of the assurance that no one else will be able to find it out from us.



LEGEND

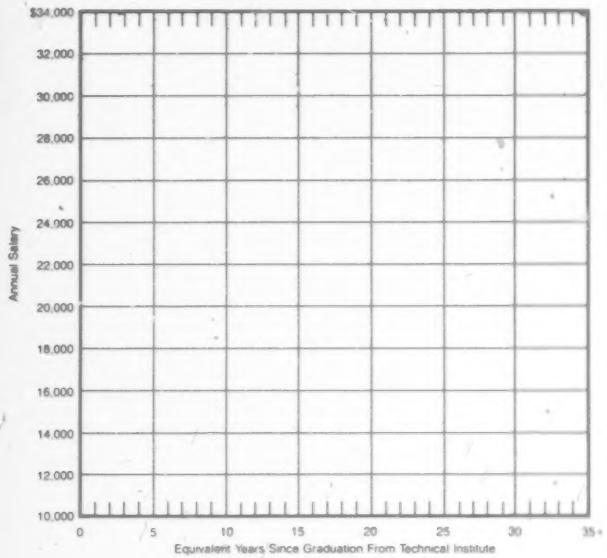
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



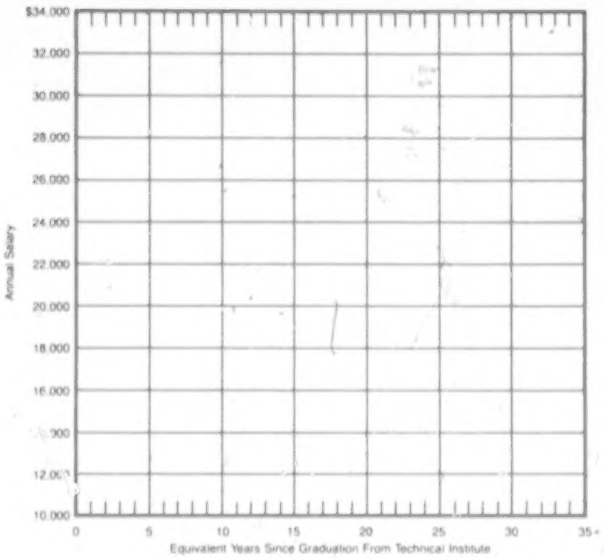
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

2-YEAR GRADUATES



NON-GRADUATES



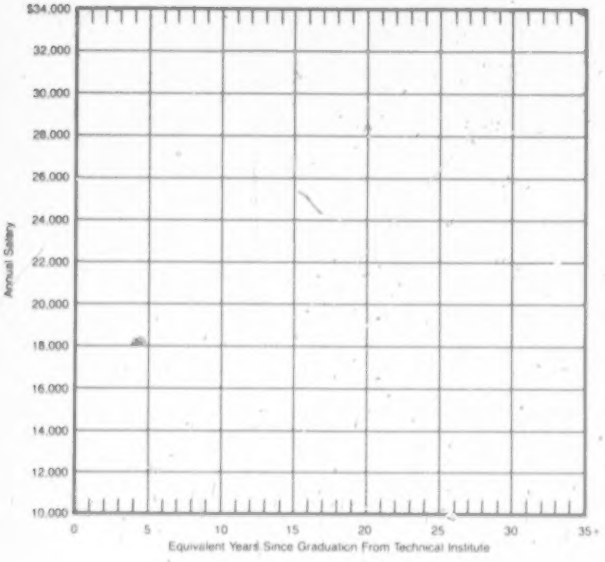
2-YEAR GRADUATES

NON-GRADUATES

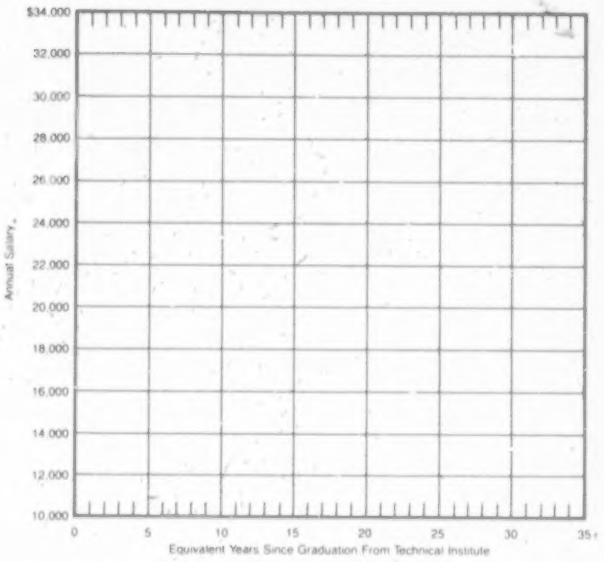
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

2-YEAR GRADUATES



NON-GRADUATES



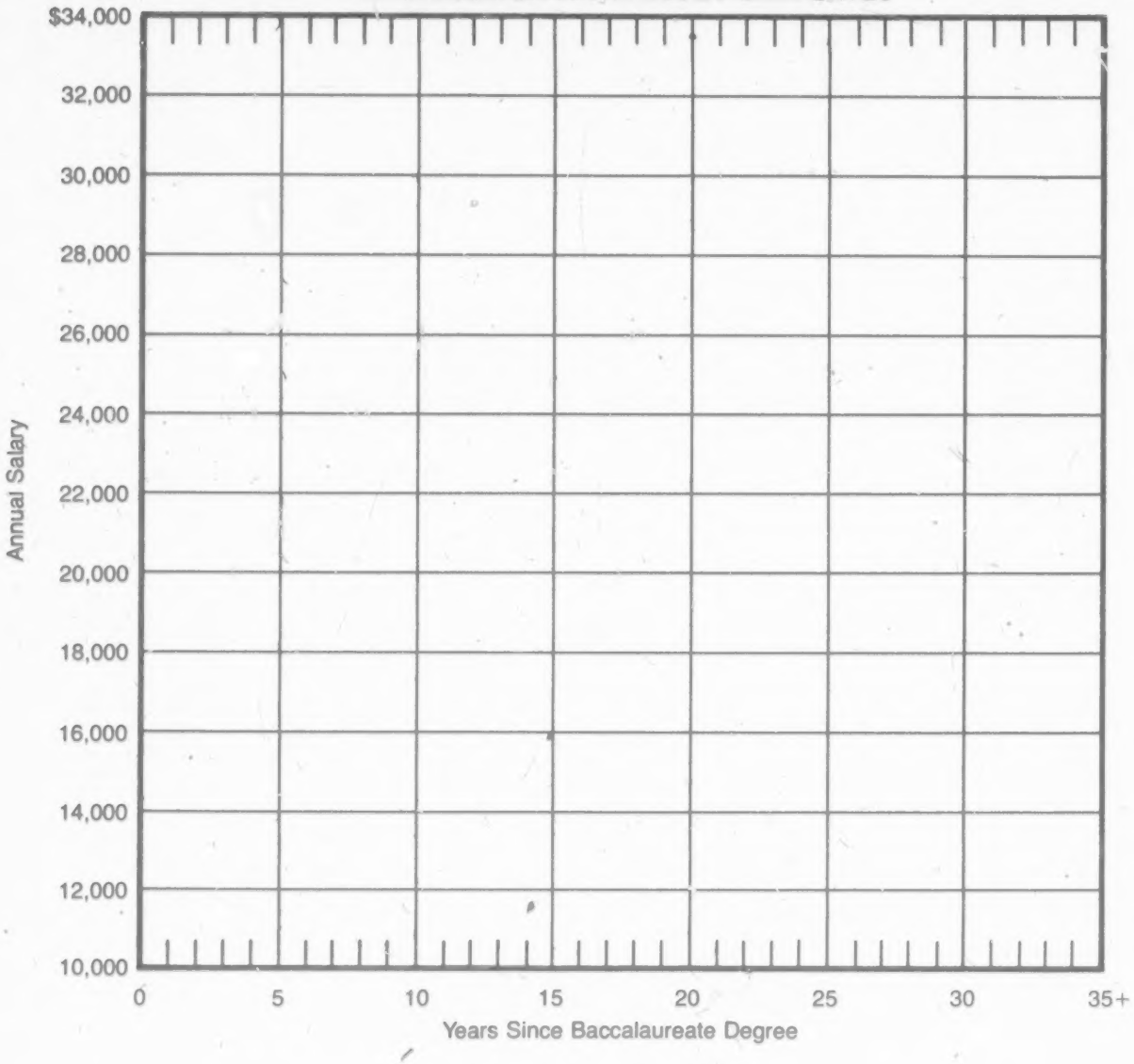
2-YEAR GRADUATES

NON-GRADUATES

LEGEND

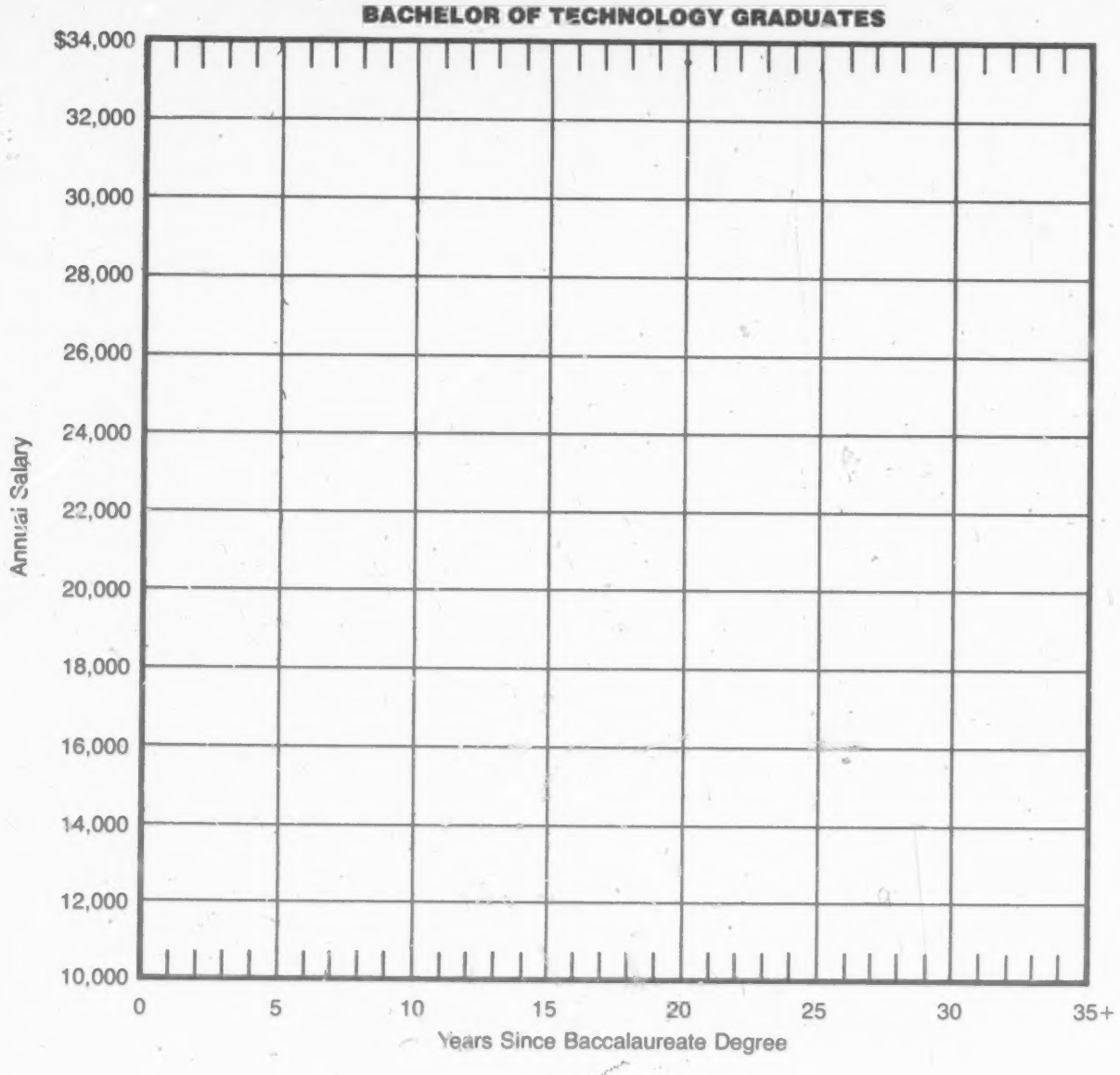
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

BACHELOR OF TECHNOLOGY GRADUATES



LEGEND

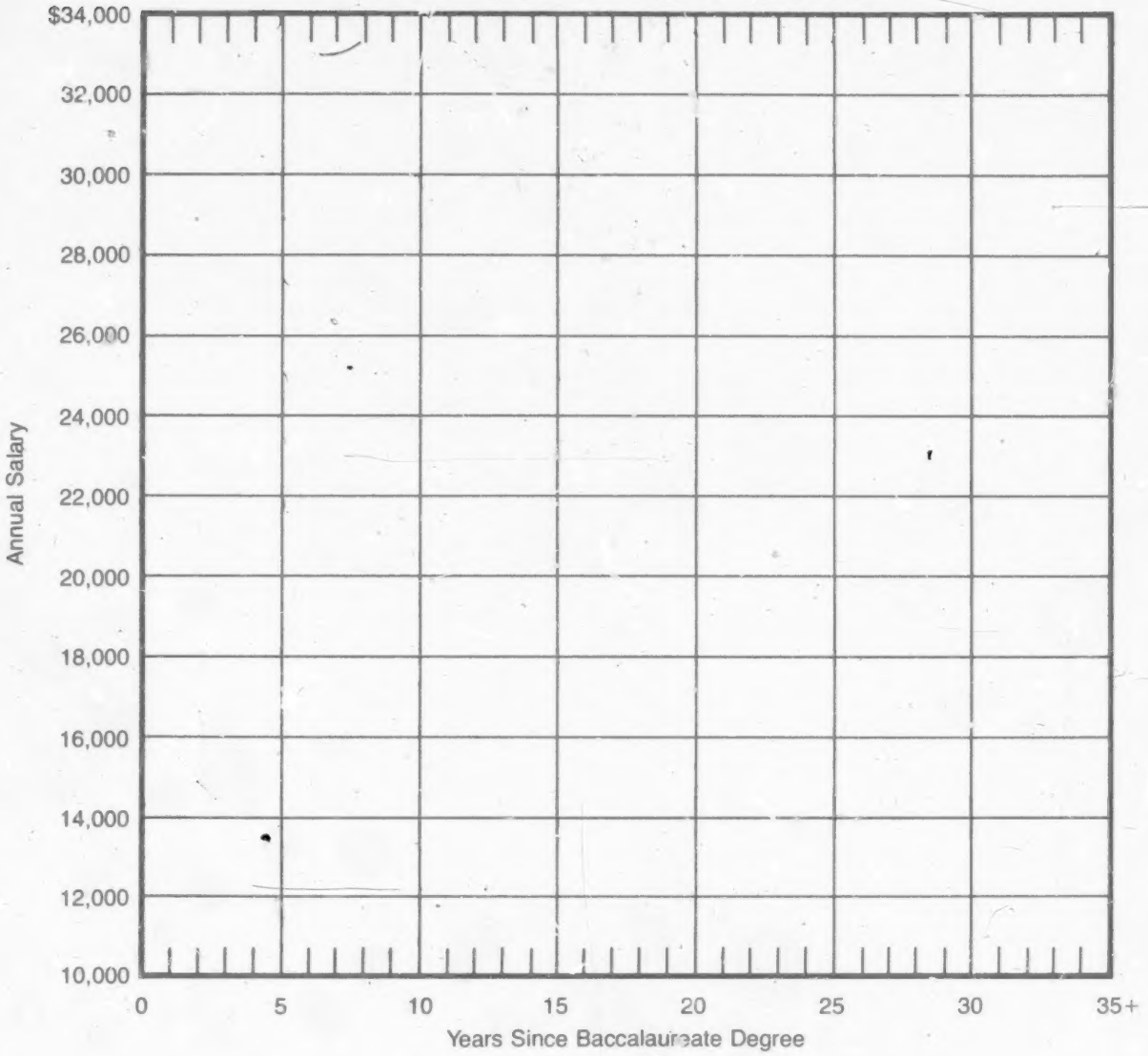
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

BACHELOR OF TECHNOLOGY GRADUATES



LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

AAES

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
American Institute of Aeronautics and Astronautics	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
Association of Energy Engineers	1977
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

The Tau Beta Pi Association, Inc.	1885
Air Pollution Control Association	1907
American Council of Independent Laboratories, Inc.	1937
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972
National Action Council for Minorities in Engineering, Inc.	1980

REGIONAL SOCIETIES

Western Society of Engineers	1869
The Cleveland Engineering Society	1880
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Society of Engineers	1916
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923
Quad-Cities Engineering and Science Council	1969

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